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<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
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<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)

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<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
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<i>United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
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<i>United States v. Lambok Sihombing</i>	7	OCAHO	944	(1997)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	905	(1996)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
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<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
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<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
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<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Kanon Associated Services, Inc.</i>	5	OCAHO	800	(1995)
<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO	641	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Pan American Supply Company, Inc.</i>	5	OCAHO	804	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)

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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)

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<i>United States v. Kumar</i>	6	OCAHO	833	(1996)
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<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)

<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	(1990)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
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<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	129	(1990)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	108	(1989)
<i>United States v. Francois Kissel, Owner d/b/a Maximilien-In-the-Market</i>	1	OCAHO	62	(1989)
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	280	(1990)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	80	(1989)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Lea's Party Rentals, Inc.</i>	1	OCAHO	124	(1990)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	47	(1989)

<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	184	(1990)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<i>United States v. Shine Auto Service</i>	1	OCAHO	102	(1989)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	112	(1989)
<i>United States v. United Pottery Manufacturing & Accessories, Inc.</i>	1	OCAHO	57	(1989)
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<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
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<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
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<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	303	(1991)
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<i>United States v. Power Operating Company</i>	3	OCAHO	561	(1993)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)

<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
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<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
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<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
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<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
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<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	829	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
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<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212	(1990)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Power Operating Company</i>	3	OCAHO	561	(1993)
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<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
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<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
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<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	382	(1991)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Charles C. W. Wu d/b/a Airport Budget Hotel</i>	3	OCAHO	434	(1992)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	27	(1988)
<i>United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited</i>	1	OCAHO	23	(1988)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Danny Mathis d/b/a Mathis Maspori</i>	4	OCAHO	717	(1995)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	13	(1988)
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. La Luna Azul</i>	1	OCAHO	14	(1988)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750	(1995)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	797	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)

<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	329	(1991)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	339	(1991)
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	15	(1988)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO	83	(1989)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Prestige Landscapes</i>	1	OCAHO	16	(1988)
<i>United States v. Rainbow Steel Company</i>	1	OCAHO	17	(1988)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Simon Osagie Iyawé</i>	5	OCAHO	744	(1995)
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<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
Request for Review Filed After Ten-Day Deadline is Untimely Unless Equitable Tolling Applies				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
Request for Review Must Be Timely Filed and Served to Give Opposing Party Time to Respond				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
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<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
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<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
The CAHO Is Authorized to Apply a De Novo Standard of Review to the ALJ's Decision				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
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<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	(1990)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
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<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. Casa Lupe</i>	1	OCAHO	31	(1988)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)

<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Shine Auto Service</i>	1	OCAHO	70	(1989)
<i>United States v. Tenampa Ballroom</i>	1	OCAHO	34	(1988)
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)

ADMISSIONS

Amended

<i>United States v. Tempo Plastic Company, Inc.</i>	8	OCAHO	1010	(1998)
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<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	(1995)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Kanon Associated Services, Inc.</i>	5	OCAHO	800	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Spring & Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
<i>United States v. Tempo Plastic Company, Inc.</i>	8	OCAHO	1010	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)

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<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
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Response

<i>United States v. Zia Gul Zekreya</i>	4	OCAHO	677	(1994)
<i>United States v. Zia Gul Zekreya</i>	4	OCAHO	683	(1994)

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<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)

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<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)

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<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1005	(1998)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	(1996)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)

Personal Knowledge

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
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Standards

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)

AFFIRMATIVE DEFENSES(S)

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<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
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AFFIRMATIVE MISCONDUCT

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United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn

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Discharge

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5 OCAHO 735 (1995)

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4 OCAHO 655 (1994)

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5 OCAHO 743 (1995)

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6 OCAHO 868 (1996)

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Luigia Wiesner v. CIT Tours, Inc.

5 OCAHO 773 (1995)

Maria Fuentes v. Grace Culinary Systems

6 OCAHO 873 (1996)

United States v. Buckingham Limited Partnership d/b/a Mr. Wash

1 OCAHO 151 (1990)

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<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
<i>United States v. Spring & Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)

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<i>United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners</i>	1	OCAHO	121	(1990)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1096	(2003)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1096	(2003)
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<i>Johnson v. Florida Power Corporation</i>	7	OCAHO	981	(1997)
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<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
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<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	682	(1994)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	904	(1996)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	905	(1996)
<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO	745	(1995)
<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO	641	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	657	(1994)
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)

<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	680	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Pan American Supply Company, Inc.</i>	5	OCAHO	804	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
<i>United States v. Zia gul Zekreya</i>	4	OCAHO	683	(1994)

ATTORNEY FEES

Application For Fees Must Include Time Expended and Rate At Which Fees Were Computed

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
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Attorney Fees Can Be Awarded Only to a Prevailing Party

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)

Attorney Fees Unavailable Where Government's Position Was Substantially Justified

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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Authority of Chief Administrative Hearing Officer to Review

<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
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Dismissal

Pro Se

<i>Elizabeth A. Kalil v. Utica City School District</i>	9	OCAHO	1103	(2003)
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Fee Applicant Bears Burden of Showing the Reasonableness of Hours Worked and Rate Claimed

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
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Fees Calculated By Lodestar Method

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
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Generally

<i>Anna J. Flores v. Daniel Dry Cleaners</i>	4	OCAHO	715	(1994)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(1993)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc.</i>	7	OCAHO	990	(1998)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jarvis v. AK Steel</i>	7	OCAHO	952	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	566	(1993)
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	306	(1991)
<i>United States v. Auburn University</i>	4	OCAHO	646	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	(1990)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	270	(1990)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	864	(1996)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	308	(1991)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)

<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	955	(1997)
Not Permitted as Sanction for Failure to Comply With Discovery Order				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Prevailing Complainant Not Awarded Costs and Other Expenses				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Prevailing Party				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
<i>Earl Russel Horne v. Town of Hampstead</i>	7	OCAHO	959	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO	969	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	8	OCAHO	1016	(1998)
Prevailing Party Determination Requires Merits Decision or Consent Decree				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Prevailing Party in Section 1324b Cases Generally Not Entitled to Costs and Incidental Expenses				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Prevailing Party is Presumed to be Entitled to an Award of Attorney's Fees				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Prevailing Plaintiff Is Presumed To Be Entitled To An Award of Attorney's Fees				

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Prevailing Respondent Awarded Fees Only If Complaint is Without Reasonable Foundation in Law or Fact				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	(2014)
Pro Se				
<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	5	OCAHO	785	(1995)
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	566	(1993)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
Pro Se Litigant Is Not Entitled to Claim Attorney's Fees for Representing Himself				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Reasonableness Standard				
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
<i>Earl Russel Horne v. Town of Hampstead</i>	7	OCAHO	959	(1997)
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO	969	(1997)
Sovereign				
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
Substantial Justification				
<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO	761	(1995)
Supreme Court Holding				
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)

Tax Protester

<i>Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc.</i>	7	OCAHO	990	(1998)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	966	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	963	(1997)
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO	978	(1997)

ATTORNEY/CLIENT

Attorney Fees

<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(1993)
<i>Errol Williams v. Lucas & Associates</i>	1	OCAHO	254	(1990)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	255	(1990)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	266	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	566	(1993)
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO	323	(1991)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	(1992)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)

<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	210	(1990)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	293	(1991)
<i>United States v. Weld County School District</i>	2	OCAHO	378	(1991)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	(1993)
Attorney Work Product				
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	6	OCAHO	911	(1997)
Generally				
<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Lay Representation				
<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
Privilege Claim				
<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	(1995)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	6	OCAHO	911	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	643	(1994)
Burden of Demonstrating				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Extent of Privilege				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Generally				

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Waiver				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Representation				
<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>John R. Alvarez v. Interstate Highway Construction</i>	2	OCAHO	385	(1991)
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	3	OCAHO	543	(1993)
Generally				
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
Lay or Non-Attorney Representation				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
Lay Representation				
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
Substitution of Attorney				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	(1999)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	79	(1989)
Withdrawal				
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	795	(1995)
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO	179	(1990)
AUTHORITY				
Apparent or Implied				
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)

<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Generally				
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Limit Scope of Discovery				
<i>United States v. Swift & Co.</i>	9	OCAHO	1073	(2001)
Regulatory				
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
Sanctions				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	(2004)
Statutory				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
BACK PAY				
<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO	1120	(2005)
Document Abuse				
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)

Generally

<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)

Mixed Motive Discrimination

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
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BANKRUPTCY

Defense(s)

<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
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Generally

<i>United States v. Agripac, Inc.</i>	8	OCAHO	1026	(1999)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO	135	(1990)
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO	60	(1989)
<i>United States v. El Charro Avitia, Inc.</i>	7	OCAHO	971	(1997)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Sparky's Waterfront Saloon, Inc.</i>	1	OCAHO	126	(1990)
<i>United States v. United Pottery Manufacturing & Accessories, Inc.</i>	1	OCAHO	51	(1989)
<i>United States v. United Pottery Manufacturing & Accessories, Inc.</i>	1	OCAHO	57	(1989)
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO	950	(1997)

BURDEN OF PROOF

Employee

<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

Generally

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1035	(1999)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)

<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO	352	(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>Wartan Bozoghlian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	(1993)
Retaliation				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
Stipulations				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
Government				
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
Government Bears Burden of Proving Penalty and Aggravating Factor by Preponderance of Evidence				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Government Bears the Burden of Proof for Liability and Penalty				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Government Bears the Burden of Proof on Penalty and Aggravating Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Government Met Burden of Proving Unauthorized Status of Some Employees				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Government Must Prove Aggravating Factor by Preponderance of Evidence				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence				
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
In Considering Non-Statutory Factor, Facts Must Supprt Favorable Exercise of Discretion				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
Mitigation				
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
Non-Statutory Factor Considered As Matter of Equity				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof				

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Retaliation				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
Withdrawal				
<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
CEASE AND DESIST				
Generally				
<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. National P.R. Engineer Corporation</i>	1	OCAHO	146	(1990)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
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<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
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<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	28	(1988)
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	5	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	28	(1988)
<i>United States v. National P.R. Engineer Corporation</i>	1	OCAHO	146	(1990)
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO	83	(1989)
<i>United States v. Student Exchange International, Inc.</i>	1	OCAHO	117	(1989)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)

<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
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<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
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<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<i>United States v. Power Operating Company</i>	3	OCAHO	561	(1993)
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<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
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<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	381	(1991)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	(1990)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)

<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	184	(1990)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	112	(1989)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)

Certification(s)

<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
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Generally

<i>United States v. Danny Mathis d/b/a Mathis Maspori</i>	4	OCAHO	717	(1995)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	(1993)

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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	797	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO	744	(1995)

CITATION/CITATION PERIOD

Citation as Notice of Statutory Violation

<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
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<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
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Generally

<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
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<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)
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<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
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<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
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<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
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<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
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<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO	122	(1990)
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<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)
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Standard for Issuing a Citation (Reason to believe)

<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
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<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
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<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)
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CIVIL MONEY PENALTY

Ability to Pay May Be Appropriate Factor to Consider

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
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<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
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<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
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<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
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<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
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Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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<i>United States v. Forsch Polymer Corporation</i>	10	OCAHO	1156	(2012)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Nebeker, Inc.</i>	10	OCAHO	1165	(2013)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Taste of China</i>	10	OCAHO	1164	(2013)
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<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
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<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
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<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
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<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
Franchisee/Franchisor				
<i>United States v. Siwan & Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
ALJ Can Consider Public Policy of Leniency to Small Entities				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
ALJ Not Bound by ICE's Method of Calculating Penalties				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
ALJ Not Required to Make Individualized Findings Regarding Each Violation				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
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<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	(1999)
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	(2014)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Change of Corporate Ownership After a Violation Does Not Affect History of Violations Factor				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
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<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				

<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
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<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
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<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
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<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
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<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
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<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
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<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
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<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
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<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. La Hacienda Mexican Café</i>	10	OCAHO	1167	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	(2013)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
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<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)

<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Prepare I-9 More Serious Than Paperwork Violations				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete I-9 Less Serious Than Failure to Present I-9				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Generally				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)

<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO	719	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO	511	(1993)
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO	299	(1991)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO	19	(1988)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	67	(1989)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Maspori</i>	5	OCAHO	752	(1995)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	(1992)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	125	(1990)
<i>United States v. Dr. Merrill Cahn, D.P.M.</i>	1	OCAHO	127	(1990)
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO	420	(1992)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	108	(1989)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)

<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	315	(1991)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Jesus Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	300	(1991)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	552	(1993)
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Neighbors of Hawaii d/b/a Tower of Power</i>	1	OCAHO	262	(1990)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	319	(1991)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)

<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Robert Griffin d/b/a Griff's Landscape</i>	1	OCAHO	50	(1989)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. San Ysidro Ranch</i>	1	OCAHO	183	(1990)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn</i>	1	OCAHO	87	(1989)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	191	(1990)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	445	(1992)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO	155	(1990)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Good Faith Compliance				
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
Good Faith Defense				
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	4	OCAHO	717	(1994)
<i>United States v. Danny Mathis d/b/a Mathis Masporry</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)

<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Vogue Pleating, Stitching & Embroidery Corporation</i>	5	OCAHO	782	(1995)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

Government Bears Burden of Proving Penalty and Aggravating Factor by Preponderance of Evidence

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

Government Bears the Burden of Proof on Penalty and Aggravating Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Government Must Prove Aggravating Factor by Preponderance of Evidence

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	(2014)
Government Has Burden of Proof by Preponderance of Evidence				
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
ICE Fine Guidelines Have No Binding Effect on OCAHO				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ICE Guidelines				
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Illegal Alien(s)				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)

<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	(1998)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)

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<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

Instruction Given to Respondent to Refrain from Backdating Put Respondent on Notice of Prohibition

<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
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Knowing Hire

<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)

Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)

Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty

<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
Leniency Toward Small Entities				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Mitigation				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. American McNair, Inc.</i>	1	OCAHO	285	(1991)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	536	(1993)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)

<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO	511	(1993)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO	299	(1991)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. Charles C. W. Wu d/b/a Airport Budget Hotel</i>	3	OCAHO	434	(1992)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	67	(1989)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Masporo</i>	4	OCAHO	717	(1994)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	125	(1990)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO	342	(1991)
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	24	(1988)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)

<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giambliis Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	315	(1991)
<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO	1147	(2012)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	300	(1991)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	2	OCAHO	394	(1990)
<i>United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	478	(1992)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	512	(1993)
<i>United States v. Joo Hyun Y and Hyung Jin Cho d/b/a LA Connection</i>	3	OCAHO	403	(1992)
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. LeMerengo/Rumors Restaurant</i>	1	OCAHO	157	(1990)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)

<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Masoud Pour d/b/a La Plaza Restaurant</i>	1	OCAHO	164	(1990)
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Pedro Dominguez</i>	8	OCAHO	1000	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ramon Yamamoto d/b/a Elvis Palace Restaurant</i>	3	OCAHO	424	(1992)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Richard Pizzuto Dimensions in Hair and Skin</i>	3	OCAHO	447	(1992)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Robert Griffin d/b/a Griff's Landscape</i>	1	OCAHO	50	(1989)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)

<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Ron Eagley d/b/a Gwennie's Old Alaska Restaurant</i>	3	OCAHO	435	(1992)
<i>United States v. Rosario Cuevas d/b/a El Pollo Real</i>	1	OCAHO	273	(1990)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	(1993)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. The Body Shop</i>	1	OCAHO	185	(1990)
<i>United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar</i>	1	OCAHO	150	(1990)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
No Deterrent Effect When Employer Is No Longer in Business				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
OCAHO May Examine ICE Fine de novo				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
OCAHO Reviews Penalty Question De Novo				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Offender's Resources Not Required Consideration In Assessing Penalty				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Pattern or Practice				
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
Penalties Near Maximum Should Be Reserved for Most Egregious Violations				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. M & D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)

Penalties Should Deter Future Violations Without Being Unduly Punitive

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Penalties Should Not Be Disproportionate to Employer's Revenue				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Penalty is Excessive When it is Disproportionate to the Gravity of the Offense				
<i>United States v. M & D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Person or Entity				
Definition				
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith				
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Previous Violation(s)				
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
Principal Goal Is To Enhance Probability of Future Compliance				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. M & D Masonry, Inc.</i>	10	OCAHO	1211	(2014)

<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1182	(2013)
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<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Seriousness of Violation(s)				

<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	(1998)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
Failure to Complete I-9 prior to Notice of Inspection				
<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
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<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Size of Business				
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	(2011)

<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	(2013)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo</i>	10	OCAHO	1170	(2013)
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
Size of Business Did Not Necessitate Further Mitigation of Civil Penalty				
<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
Statute Does Not Prohibit Consideration of Unenumerated Factors				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)

Statute Does Not Require Equal Weight Be Given Each of the Five Statutory Factors

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)

Statute Does Not Require Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)

Statute Does Not Require Equal Weight Be Given to Each Required Penalty Factor

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Statute Does Not Rule Out Consideration of Unenumerated Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

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United States v. Red Lobster 4 OCAHO 631 (1994)

United States v. Robison Fruit Ranch, Inc. 6 OCAHO 855 (1996)

Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

United States v. Foothill Packing, Inc. 11 OCAHO 1240 (2015)

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 (2014)

United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 a (2015)

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United States v. DJ Drywall, Inc. 10 OCAHO 1136 (2010)

United States v. Morgan's Mexican & Lebanese Foods, Inc. 8 OCAHO 1013 (1998)

United States v. New China Buffet Restaurant 10 OCAHO 1132 (2010)

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United States v. Silverado Stages, Inc. 10 OCAHO 1182 (2013)

Temporal Gap Between Current and Previous Violations is Irrelevant to Fine Enhancement

United States v. Durable, Inc. 11 OCAHO 1229 (2014)

There Is No Sole Permissible Method for Calculating Penalties

United States v. Senox Corporation 11 OCAHO 1219 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

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Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
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Where A Violation is Found, The Act Does Not Provide for Waiver of Penalty				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO	843	(1996)
<i>Jose E. Briceno Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO	220	(1990)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
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<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO	220	(1990)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
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<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
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<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1124	(2007)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	(1995)
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<i>United States v. Rudy Rodriguez d/b/a Rock Pest Control</i>	1	OCAHO	158	(1990)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
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<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
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<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
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<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
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<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
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CONSTRUCTIVE KNOWLEDGE

Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)

Employer Must Take Adequate Steps to Verify Eligibility Where Specific Information Casts Doubt

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
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Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
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Expired Authorization Document Sufficient To Put Employer on Notice of Unauthorized Status

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
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Failure to Prepare I-9 Form Alone Insufficient to Find Constructive Knowledge

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
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10 OCAHO 1184 (2013)

Reasonable Expectation

United States v. Anodizing Industries, Inc.

10 OCAHO 1184 (2013)

CONTINUING TO EMPLOY UNAUTHORIZED WORKERS

Proper Notice of Fraudulent Document Use Creates Rebuttable Presumption of Unauthorized Status

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 a (2015)

CONTINUING VIOLATION(S)

Continued Employment of Known Unauthorized Individuals is a Continuing Violation

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 (2014)

Continuing Violation for Knowing Hire Exists For As Long as the Individual Remains Employed

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 (2014)

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9 OCAHO 1069 (2001)

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5 OCAHO 780 (1995)

United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.

3 OCAHO 583 (1993)

Inability To Collect From Insolvent Party Alone Not Sufficient to Pierce Corporate Veil

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging

11 OCAHO 1253 (2015)

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<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO	8	(1988)
<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO	808	(1995)
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<i>Frank Farzin Nickman v. Mesa Air Group</i>	9	OCAHO	1106	(2004)
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<i>Jairo Diaz v. Canteen Corporation</i>	2	OCAHO	332	(1991)
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<i>United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions</i>	2	OCAHO	355	(1991)
<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO	818	(1995)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)
<i>United States v. Casa Lupe</i>	1	OCAHO	31	(1988)
<i>United States v. Claude H. Linkous & Martin Riley d/b/a CM Health Services</i>	3	OCAHO	436	(1992)
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<i>United States v. Estela Rodriguez, Individually and d/b/a Cabaret Lounge</i>	1	OCAHO	20	(1988)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
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<i>United States v. Jackson Associates, Engineering Consultants</i>	1	OCAHO	84	(1989)
<i>United States v. John Morales d/b/a Riverside Insulation</i>	1	OCAHO	197	(1990)
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<i>United States v. Peter P. Kelley</i>	1	OCAHO	39	(1989)
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<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	163	(1990)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	201	(1990)
<i>United States v. Rodeo Night Club</i>	5	OCAHO	812	(1995)
<i>United States v. Shine Auto Service</i>	1	OCAHO	70	(1989)
<i>United States v. Silvio Vasquez-Guerrero d/b/a The Vasquez Company</i>	1	OCAHO	37	(1988)
<i>United States v. South Bay Auto Detail</i>	1	OCAHO	68	(1989)
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO	749	(1995)
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<i>United States v. Westco Ground Maintenance Company, Inc.</i>	1	OCAHO	43	(1989)
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	(1994)
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO	950	(1997)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)

<i>United States v. Zueb Enterprises, Inc. d/b/a Papa Sam's Deli d/b/a Papaya Paradise</i>	2	OCAHO	356	(1991)
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	(1997)
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<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO	1007	(1998)
<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	(1994)
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<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO	115	(1989)
<i>Olimpia Tovar v. United States Postal Service</i>	1	OCAHO	269	(1990)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
Affirmation(s)				
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
Affirmative Defense(s)				
<i>Albert Gimein v. Department of Defense & Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	(2005)
<i>Chand Wije v. Barton Springs/Edwards Aquifier C.D.</i>	4	OCAHO	635	(1994)
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO	550	(1993)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Aid Maintenance Company, Inc.</i>	6	OCAHO	893	(1996)
<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO	720	(1994)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO	352	(1991)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)

<i>United States v. Applied Computer Technology</i>	2	OCAHO	306	(1991)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Barnett Taylor, LLC, d/b/a Burger King</i>	10	OCAHO	1155	(2012)
<i>United States v. Boah Fashion, Corporation</i>	1	OCAHO	281	(1990)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	703	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO	387	(1991)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	899	(1996)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)

<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO	610	(1994)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	331	(1991)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	333	(1991)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	338	(1991)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO	218	(1990)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	772	(1995)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212	(1990)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. MAC Specialties Ltd.</i>	6	OCAHO	920	(1997)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO	706	(1994)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	396	(1991)

<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO	540	(1993)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn</i>	3	OCAHO	584	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. The Grower's Company, Inc. d/b/a Harvest Management, Inc.</i>	2	OCAHO	346	(1991)
<i>United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar</i>	1	OCAHO	150	(1990)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Williams Produce, Inc.</i>	4	OCAHO	671	(1994)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)
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<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
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<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
Compliance with Employer Sanctions				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
Constitutional Rights				
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
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<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Contractor Determination Not Based Solely on Employer Classification				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Contractor/Employee Determination Based on Factual Inquiries				

<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Corporate Liability				
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	397	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
Corporation(s)				
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	138	(1990)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
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<i>United States v. Irvin Industries, Inc.</i>	1	OCAHO	139	(1990)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
Eighth Amendment				

<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
Eleventh Amendment				
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
Entrapment				
<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Irvin Industries, Inc.</i>	1	OCAHO	139	(1990)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Entrapment Defense Only Applies in Criminal - Not Civil - Proceedings				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Equitable Tolling				
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
Estoppel				
<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)

<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	899	(1996)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn</i>	3	OCAHO	584	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Affirmative Misconduct				
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
Generally				
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Ralph Sanchez, Labor Contractor</i>	1	OCAHO	58	(1989)
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO	98	(1989)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
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<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)
Exclusionary Rule				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Family Relationship				
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
Fifth Amendment				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)

<i>United States v. David Segura-Sataray</i>	4	OCAHO	708	(1991)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
Generally				
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	(1996)
Fourth Amendment				
<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
Generally				
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	(1996)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	703	(1994)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	478	(1992)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)

<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	463	(1992)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	(1996)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Compliance				
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
Good Faith Defense				
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	226	(1990)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO	511	(1993)
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO	453	(1992)

<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Danny Mathis d/b/a Mathis Masporo</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	125	(1990)
<i>United States v. Dr. Merrill Cahn, D.P.M.</i>	1	OCAHO	127	(1990)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	24	(1988)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	85	(1989)

<i>United States v. LeMerengo/Rumors Restaurant</i>	1	OCAHO	157	(1990)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO	221	(1990)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Richard Pizzuto Dimensions in Hair and Skin</i>	3	OCAHO	447	(1992)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. The Body Shop</i>	1	OCAHO	185	(1990)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	445	(1992)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Good Faith Defense provided by 8 U.S.C. Section 1324a(b)(6)				
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<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)

Ignorance of Law is Not An Affirmative Defense

United States v. Keegan Varitey, LLC

11 OCAHO 1238 (2014)

Ignorance of Statutory Requirements

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant

5 OCAHO 729 (1995)

United States v. Onion River Sports, Inc.

4 OCAHO 673 (1994)

United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro

10 OCAHO 1206 (2013)

Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith

United States v. Keegan Varitey, LLC

11 OCAHO 1238 (2014)

Impossibility Defense is Recognized in OCAHO Case Law

United States v. Jalisco's Bar and Grill, Inc.

11 OCAHO 1224 (2014)

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Marcos Valencio v. VASP Brazilian Airlines

5 OCAHO 740 (1995)

Martin Flores v. Logan Foods Company

6 OCAHO 874 (1995)

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos

10 OCAHO 1126 (2008)

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United States v. American Terrazzo Corporation d/b/a John Delallo Foods

6 OCAHO 828 (1995)

United States v. American Terrazzo Corporation d/b/a John Delallo Foods

6 OCAHO 877 (1996)

United States v. Buckingham Limited Partnership d/b/a Mr. Wash

1 OCAHO 151 (1990)

United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana

5 OCAHO 794 (1995)

United States v. Chicken By Chickadee Farms, Inc.

3 OCAHO 423 (1992)

United States v. China Wok Restaurant, Inc., a Nebraska Corporation

4 OCAHO 608 (1994)

United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant

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United States v. Dubois Farms, Inc.

1 OCAHO 242 (1990)

<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
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<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO	372	(1991)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)

<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	331	(1991)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)

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<i>United States v. Desert Palace, Inc.</i>	9	OCAHO	1067	(2001)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	(1995)

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<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)

Penalties

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
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Persons Protected

<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
Res Judicata				
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	(1996)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Ralph Sanchez, Labor Contractor</i>	1	OCAHO	58	(1989)
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<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	1	OCAHO	247	(1990)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	105	(1989)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
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<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
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<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
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<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)

<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
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<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	(1993)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	324	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	(1991)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	426	(1992)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	689	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	24	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	24	(1988)
Eleventh Amendment				
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	(1997)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
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<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

Substantial Compliance

<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. San Ysidro Ranch</i>	1	OCAHO	183	(1990)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)

<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	(1992)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
Use Immunity				
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
Vague and Indefinite				
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
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<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
Waiver				
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	899	(1996)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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Abuse of Process				
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
Alter				
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
Casual Domestic Employment				

<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
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<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
Direct Evidence				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Employer(s)				
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Employment				
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
Estoppel				
<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
Falsely Made				
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
Final Order				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)

Foreigner	<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	864	(1996)
Forge	<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
Hire/Hiring	<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
Malicious Prosecution	<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
	<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
Proceeding	<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
Res Judicata	<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
Use	<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
DEPORTATION	<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
Document Fraud					
Generally	<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)

<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	725	(1995)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)

DEPOSITIONS

Admissibility

<i>Anna J. Flores v. Daniel Dry Cleaners</i>	4	OCAHO	693	(1994)
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<i>United States v. Townsend Culinary, Inc.</i>	7	OCAHO	996	(1998)
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<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
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<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
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<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
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<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)
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<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	(1996)
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9 OCAHO 1084 (2002)

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9 OCAHO 1084 (2002)

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9 OCAHO 1084 (2002)

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<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
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<i>United States v. Allen Holdings, Inc.</i>	9	OCAHO	1059	(2000)
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	700	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
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<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)

<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	(1996)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	(1996)
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<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
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<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	460	(1992)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	487	(1993)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(1993)
<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)

<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	6	OCAHO	911	(1997)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	53	(1989)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	802	(1995)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	(1994)
<i>Sergio Flores Ortiz v. Moll-Tex Broadcasting Company</i>	3	OCAHO	440	(1992)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	1	OCAHO	247	(1990)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	(1991)
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<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
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<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
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<i>United States v. Creation & Innovation</i>	3	OCAHO	491	(1993)

<i>United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm</i>	1	OCAHO	213	(1990)
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<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO	642	(1994)
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<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	2	OCAHO	394	(1990)
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<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO	544	(1993)
<i>United States v. Manca Imports, Inc.</i>	1	OCAHO	268	(1990)
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<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
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<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	472	(1992)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	319	(1991)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	318	(1991)

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	328	(1991)
<i>United States v. Otilio Franco d/b/a Cruz Leyva Construction</i>	1	OCAHO	82	(1989)
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<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	(1993)
<i>United States v. R & C Tours (Guam), Inc.</i>	2	OCAHO	393	(1989)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	105	(1989)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	555	(1993)
<i>United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant</i>	1	OCAHO	265	(1990)
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO	190	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	1	OCAHO	252	(1990)
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO	290	(1991)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
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<i>United States v. Westin Galleria & Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
<i>United States v. William D. Clark d/b/a Tidwell Medical Center</i>	5	OCAHO	771	(1995)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
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<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
In OCAHO Cases Discovery is Broad But Not Unlimited				
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<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
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<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	6	OCAHO	911	(1997)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jorge Pugliese v. Auto-Grafica Corporation</i>	5	OCAHO	820	(1995)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>United States v. Naim Ojeil & Samoeil Ishk</i>	7	OCAHO	976	(1997)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
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Monetary Sanction Not Permitted for Failure to Comply With Discovery Order				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Motion to Compel				
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
Motion to Compel Discovery				
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
Good Faith Conferment Requirement				
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1078	(2002)
Motion to Compel Discovery is Facially Invalid If Certificate of Good Faith Conferment Missing				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Motion to Compel Must Include Certification of Good Faith Resolution Efforts				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
No Broad General Rule on Specific Time Frame for Scope of Discovery				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
Objections Not Raised in Response to Requests Not Considered in Response to Motion to Compel				
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	(2014)
OCAHO Rules Do Not Impose Numerical Limits on Number of Interrogatories				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Party May Not Seek Discovery Through Administrative Review When It Had Ample Time for Discovery in Prehearing Process				
<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
Party Receiving Discovery Requests Must Answer or State Objections Within 30 Days				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Party Resisting Discovery Has Burden of Demonstrating That Objection Is Justified				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	(2014)
Privacy				

<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
Privilege Claim				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	897	(1996)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	700	(1994)
<i>United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash</i>	7	OCAHO	989	(1998)
Attorney Work Product				
<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	(1995)
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO	405	(1992)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
Production				
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	(1994)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
<i>United States v. Zabala Vineyards</i>	5	OCAHO	734	(1995)
Protective Order(s)				
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	(2012)
<i>United States v. Naim Ojeil & Samoeil Ishk</i>	7	OCAHO	976	(1997)
Depositions				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
Generally				

<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	(1995)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	(1996)
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<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	(2001)
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<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	(1997)
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<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	460	(1992)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(1993)
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO	550	(1993)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Errol Williams v. Lucas & Associates</i>	2	OCAHO	357	(1991)
<i>George Suchta v. United States Postal Service</i>	2	OCAHO	327	(1991)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
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<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
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<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	522	(1993)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)

<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO	372	(1991)
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<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
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<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
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<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
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<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	(1993)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	590	(1993)
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<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO	477	(1992)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	522	(1993)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)
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<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO	707	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1035	(1999)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)

<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	(1993)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
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<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
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<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)

<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
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<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
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<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>Corneliu Curuta v. United States Water Conservation Laboratory</i>	3	OCAHO	459	(1992)
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	(1992)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)

<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
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<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
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<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	(1997)
<i>William S. Monda v. Staryhab, Inc.</i>	8	OCAHO	1002	(1998)
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<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
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<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)

<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	(2008)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
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Malice Or Ill Will Is Not Required to Establish Discrimination				
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<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
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<i>Albert Gimein v. Department of Defense & Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Bassey J. Udofo v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	(1990)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	392	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	522	(1993)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	(1993)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)
<i>Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati</i>	1	OCAHO	128	(1990)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
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<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1015	(1998)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)

<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
No Mandate That U.S. Citizen Be Afforded Preference Over Equally Qualified Alien Individual				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
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H-1B visa				
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<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Volvo Trucks North America, Inc.</i>	7	OCAHO	994	(1998)
Pattern Or Practice of Discrimination Shown If Employer Discriminates As Standard Operating Procedure				

<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
Prescreening of Employment Applicants Based on Their Documentation is Impermissible				
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
Pretext				
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
Reduction in Force				
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Retaliation				
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)

<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1124	(2007)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	(2008)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

Similarly Situated Comparators

<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)

Subject Matter Jurisdiction

<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	(1999)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
Tax Protester				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	(1996)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	(1997)
U.S. Workers Cannot Be Discriminated Against in Favor of Foreign Workers				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)

Under Section 1324b Disparate Treatment Must Be Shown

<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
Unfair Employment Practice Actionable only if OSC Charge Filed Within 180 Days of the Event				

<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
Where Two Legally Independent Remedies Are Provided, No Barrier To Pursuing Both Simultaneously				

<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
Who Qualifies as a Protected Individual for Citizenship Status Discrimination				

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)

DISMISSAL

Abandonment

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	622	(1994)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	(1994)
<i>Noe Rodriguez v. Tyson Foods, Inc.</i>	9	OCAHO	1109	(2004)
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	(1994)
<i>United States v. Cordin Company</i>	10	OCAHO	1162	(2012)

<i>United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.</i>	4	OCAHO	656	(1994)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1177	(2013)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)
<i>Zoila Palma v. Farley Foods</i>	5	OCAHO	757	(1995)
Acting Lawfully Under a Regulation				
<i>Tanya Louise Seaver v. BAE Systems</i>	9	OCAHO	1111	(2004)
After-Acquired Information				
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
Citizenship Status Discrimination				
<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	(2013)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
Citizenship Status Jurisdiction				
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
Collateral Estoppel				

<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO	746	(1995)
Default				
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
Failure to Respond				
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1177	(2013)
Failure to State a Claim				
<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	(1992)
<i>Aurelia Forden v. Dr. Lothar Griessbach</i>	5	OCAHO	735	(1995)
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Carlos Alfredo Osorno v. Cesar Geraldo, Owner, Reliable Graphics, Inc.</i>	1	OCAHO	275	(1990)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Daniel Cavazos v. Wanxiang America Corporation</i>	10	OCAHO	1138	(2011)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	(1992)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	(1992)
<i>Grzegorz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO	530	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)

<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO	707	(1994)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO	929	(1997)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	(1992)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO	957	(1997)
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	(1988)
<i>United States v. Capitol Arts & Frames, Inc.</i>	1	OCAHO	229	(1990)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	(1997)
Final Order of Dismissal Based on Abandonment Analogous to Entry of Default Judgment				
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
Frivolous Complaint				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
Generally				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	246	(1990)
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)

<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	(1992)
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)
<i>Bassey J. Udofot v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	(1990)
<i>Bassey J. Udofot v. Kaman Sciences Corporation</i>	1	OCAHO	208	(1990)
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	526	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	392	(1991)
<i>Cristina Escalante v. California Commerce Bank</i>	1	OCAHO	64	(1989)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	884	(1996)
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Errol Williams v. Lucas & Associates</i>	1	OCAHO	272	(1990)
<i>Errol Williams v. Lucas & Associates</i>	2	OCAHO	357	(1991)
<i>Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche</i>	1	OCAHO	222	(1990)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	476	(1992)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	223	(1990)
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	(1990)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	432	(1992)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	214	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	227	(1990)

<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	266	(1990)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>Jimmy-Jack Jackai v. Frito-Lay, Inc. and North Texas State University Career Planning and Placement Service</i>	1	OCAHO	188	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	(1993)
<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO	471	(1992)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.</i>	1	OCAHO	160	(1990)
<i>Manuel Garcia v. Watertown Nurseries</i>	1	OCAHO	233	(1990)
<i>Marcelino Rivera v. Trees Now, Inc.</i>	1	OCAHO	234	(1990)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<i>Maria Guzman v. Guardian Electric Manufacturing Company</i>	3	OCAHO	546	(1993)
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	(1993)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	(1997)
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	391	(1991)
<i>United States v. Auburn University</i>	4	OCAHO	658	(1994)
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	(1988)
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	249	(1990)

<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	250	(1990)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Commander Construction, Inc. t/a Commander Construction Company</i>	1	OCAHO	32	(1988)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	(1988)
<i>United States v. Francisco's Restaurant, Inc.</i>	1	OCAHO	206	(1990)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	320	(1991)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	(1994)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1	OCAHO	100	(1989)
<i>United States v. Lectro Tek Services, Inc.</i>	1	OCAHO	172	(1990)
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750	(1995)
<i>United States v. Lighthouse Restaurant</i>	1	OCAHO	7	(1988)
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	(1996)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	(1991)
<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO	507	(1993)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	(1990)
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	103	(1989)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO	744	(1995)
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	(1991)
<i>United States v. Sparky's Waterfront Saloon, Inc.</i>	1	OCAHO	126	(1990)
<i>United States v. Tenampa Ballroom</i>	1	OCAHO	38	(1988)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO	155	(1990)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)

Joint Motion

<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
Jurisdiction				
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	(1997)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	(1997)
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO	850	(1996)
National Origin Discrimination				
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
National Origin Jurisdiction				
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
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United States v. Bayley's Quality Seafoods, Inc. 1 OCAHO 238 (1990)

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United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations 4 OCAHO 625 (1994)

EIGHTH AMENDMENT

Civil Money Penalty

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 (2015)

United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc. 4 OCAHO 637 (1994)

Defense(s)

United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc. 4 OCAHO 637 (1994)

ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION

Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s

United States v. Golf International d/b/a Desert Canyon Golf 10 OCAHO 1214 (2014)

United States v. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1228 (2014)

EMPLOYEES

Defined As Persons Who Provide Services or Labor for Wages or Other Remuneration

United States v. Dr. Robert Schaus, D.D.S. 11 OCAHO 1239 (2014)

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 (2015)

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 (2014)

Definition

United States v. Dr. Robert Schaus, D.D.S. 11 OCAHO 1239 (2014)

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 (2015)

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1228 (2014)

United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant 10 OCAHO 1208 (2014)

Employee Defined as Individual Who Provides Services or Labor for an Employer for Wages or Other Remuneration

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Function of Individual Within Entity is Determinative of Employee Status				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Generally				
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1035	(1999)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
Grandfathered				
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
Independent Contractor Determination Looks to Regulation, OCAHO Cases and Federal Agency Law				
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
Independent Contractor(s)				
<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	(2015)
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Individual Not an Employee Where There Is a Showing of Ownership and Control Over the Enterprise				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Loss of Grandfathered Status				
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)

Mere Name on List or I-9 Without Proof of Remuneration Insufficient to Prove Employment

United States v. Dr. Robert Schaus, D.D.S.

11 OCAHO 1239 (2014)

United States v. Leed Construction, Megan Burkholder

11 OCAHO 1237 (2014)

Must Look At Individual's Level of Control Within Entity to Determine Whether Employee

United States v. Jalisco's Bar and Grill, Inc.

11 OCAHO 1224 (2014)

National Origin

Martin Flores v. Logan Foods Company

6 OCAHO 874 (1995)

National Origin Claim(s)

Cormia v. Home Care Giver Services

10 OCAHO 1160 (2012)

Leonid Naginsky v. Department of Defense and EG&G Dynatrend

6 OCAHO 891 (1996)

Michael K. Lee v. Airtouch Communications

6 OCAHO 901 (1996)

Neither Form of Entity Nor Individual's Title is Determinative of Employee Status

United States v. Jalisco's Bar and Grill, Inc.

11 OCAHO 1224 (2014)

Owner/Partner Not an Employee Where There is a Showing of Ownership and Control Over the Enterprise

United States v. Homestead Metal Recycling Corp.

11 OCAHO 1251 (2015)

United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant

10 OCAHO 1208 (2014)

Three Level Inquiry to Determine Whether Individual Is An Independent Contractor Or An Employee

United States v. Saidabrbr Siddikov d/b/a Beyond Cleaning Services

11 OCAHO 1257 (2015)

Work Authorization

Zelleka Getahun v. Dupont Merck Pharmaceutical Company

6 OCAHO 880 (1996)

EMPLOYER PRACTICES

Burden of Proof

Corneliu Curuta v. Tomball College

9 OCAHO 1099 (2003)

Compliance with Employer Sanctions

United States v. Diversified Technology and Services of Virginia, Inc.

9 OCAHO 1095 (2003)

United States v. Robison Fruit Ranch, Inc.

6 OCAHO 855 (1996)

United States v. Walden Station, Inc.

8 OCAHO 1053 (2000)

Wisniewski v. Douglas County School System

1 OCAHO 29 (1988)

Continuing Violation(s)

Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis

2 OCAHO 348 (1991)

Jorge Mario Ipina v. Michigan Jobs Commission

8 OCAHO 1036 (1999)

Linda S. Walker v. United Airlines, Inc.

4 OCAHO 686 (1994)

United States v. Curran Engineering Company, Inc.

7 OCAHO 975 (1997)

United States v. Fairfield Jersey, Inc.

9 OCAHO 1069 (2001)

United States v. Mesa Airlines

1 OCAHO 74 (1989)

United States v. Southwest Marine Corporation, a California Corporation

2 OCAHO 400 (1989)

United States v. Southwest Marine Corporation, a California Corporation

3 OCAHO 429 (1992)

United States v. Weld County School District

2 OCAHO 326 (1991)

Discharge

Cecilia Araceli Basua v. Walmart #1554

3 OCAHO 535 (1993)

Daniel Joseph Bendig v. Conoco, Inc.

9 OCAHO 1077 (2001)

Dinko Sefic v. Marconi Wireless

9 OCAHO 1123 (2007)

Dolores Garcia Contreras v. Cascade Fruit Company

9 OCAHO 1090 (2003)

Elizabeth S. Mengarpuan v. Asbury Methodist Village

4 OCAHO 612 (1994)

Esther Din Brooks v. Watts Window World

3 OCAHO 558 (1993)

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)

Discrimination

<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)

Citizenship Status

<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	(2011)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

Evidence

<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Guardsmark</i>	4	OCAHO	614	(1994)
Document Abuse				
<i>Carlos Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO	917	(1997)
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Costigan v. NYNEX</i>	6	OCAHO	918	(1997)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	(1996)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Documents				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
Knowledge of Required				
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
Production				
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	(1991)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO	477	(1992)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)

<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	(1992)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)

Generally

<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)

Hire/Hiring

<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO	550	(1993)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1124	(2007)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Knowledge of Employer				
<i>United States v. Aid Maintenance Company, Inc.</i>	7	OCAHO	951	(1997)
U.S. Citizen-Only Policy				
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Knowledge				
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Pattern or Practice				
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
Prescreening				
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Reduction in Force				
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	(2001)
Retaliation				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
Retaliation				
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	535	(1993)

<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1124	(2007)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	(2008)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	(1993)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
Summary Decision				
Knowledge of Employer				
<i>United States v. Haim Co., Inc.</i>	7	OCAHO	988	(1998)
EMPLOYER PRACTICES/REDUCTION IN FORCE				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	(2003)
EMPLOYER(S)				
Burden of Proof				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)

<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	(1996)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Definition				
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Duty				
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)
Generally				
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
Independent Contractor(s)				
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
Individual Capacity				
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Knowledge				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)

<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Responsibility				
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Successorship Liability				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
Union(s)				
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
EMPLOYMENT				
Authorization				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Continue to Employ				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)

<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Giambliis Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	518	(1993)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	66	(1989)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)

Definition

<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)

Discrimination

<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
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Duty

<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
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<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	518	(1993)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
Employee				
Borrowed Employees				
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
Definition				
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
Duty				
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
Form I-9				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
Grandfathered Employees				
<i>Johnson v. Florida Power Corporation</i>	7	OCAHO	981	(1997)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery</i>	1	OCAHO	256	(1990)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Halshan, Inc. d/b/a California Pacific</i>	1	OCAHO	278	(1990)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO	218	(1990)
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	(1988)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
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<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)

<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
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<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	320	(1991)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
<i>United States v. Richard Bakovic</i>	3	OCAHO	482	(1991)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	138	(1990)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
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<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO	200	(1990)
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<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	(1996)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)

<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Vogue Pleating, Stitching & Embroidery Corporation</i>	5	OCAHO	782	(1995)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
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<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO	427	(1992)
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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)

<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
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<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
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<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
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<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. Richard Bakovic</i>	3	OCAHO	482	(1991)
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<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
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<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

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<i>United States v. Ralph Sanchez, Labor Contractor</i>	1	OCAHO	58	(1989)

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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)

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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	(2003)
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO	773	(1995)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)

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<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	(1989)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	382	(1991)
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<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	401	(1992)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	402	(1992)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. G.L.C. Restaurant d/b/a Capriccio Restaurant</i>	3	OCAHO	439	(1992)
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<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
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<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
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<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)

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<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	(1994)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
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<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
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<i>Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche</i>	1	OCAHO	258	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	(1994)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	(1995)
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	(1993)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1037	(1999)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)
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<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
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<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)

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<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
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<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)

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<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	(2003)
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO	474	(1992)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	243	(1990)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)

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<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
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<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)

<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
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<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
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<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	765	(1995)
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<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	(2002)
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Pleading and Argument Contrary to All Relevant Authority Show Lack of Candor With the Court

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 (2015)
Standards of Conduct in OCAHO Rules are General Goals, Not Specific Standards of Conduct

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 (2015)
Verbatim Copying of Text Without Attribution is Plagiarism and Misrepresentation to the Court

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When Ethical Issues Arise in OCAHO Proceedings, Applicable State Bar Rules Provide Guidance

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<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
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<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
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<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO	177	(1990)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
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<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
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<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
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<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	(1989)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO	1144	(2012)
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<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
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<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	66	(1989)
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<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)

<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
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<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
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<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	(1994)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Cafe Camino Real, Inc.</i>	1	OCAHO	224	(1990)
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<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)
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<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)

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<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	(1991)
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<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO	191	(1990)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
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<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO	115	(1989)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	(1994)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	(1993)

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<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO	550	(1993)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
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<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
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<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	522	(1993)
<i>Jose Ortega v. Vermont Bread</i>	3	OCAHO	475	(1993)
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<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
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<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	(1993)
<i>United States v. General Dynamics</i>	3	OCAHO	517	(1993)
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
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<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
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<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
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<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO	414	(1992)

<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
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<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Daniel Cavazos v. Wanxiang America Corporation</i>	10	OCAHO	1138	(2011)
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	(1997)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
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<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
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<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
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<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO	938	(1997)
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<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)
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10 OCAHO 1126 (2008)

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11 OCAHO 1246 (2015)

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10 OCAHO 1148 (2012)

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7 OCAHO 935 (1997)

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9 OCAHO 1064 (2001)

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9 OCAHO 1084 (2002)

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<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	(1994)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
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<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
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<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	(1991)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)

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<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
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<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO	119	(1989)
<i>United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners</i>	1	OCAHO	121	(1990)
<i>United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.</i>	1	OCAHO	170	(1990)
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)
<i>United States v. Naim Ojeil & Samoeil Ishk</i>	7	OCAHO	976	(1997)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	555	(1993)
<i>United States v. Tropicana Casino & Resort</i>	9	OCAHO	1064	(2001)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)

May Be Used as a General Guide in Situations Not Provided For by OCAHO or Other Applicable Rules

<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	(2015)
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<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	(2012)
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<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	(1995)
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<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
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9 OCAHO 1093 (2003)

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9 OCAHO 1121 (2006)

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7 OCAHO 952 (1997)

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5 OCAHO 778 (1995)

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9 OCAHO 1070 (2001)

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1 OCAHO 123 (1990)

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5 OCAHO 798 (1995)

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7 OCAHO 999 (1998)

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5 OCAHO 777 (1995)

United States v. Felipe De Leon-Valenzuela

8 OCAHO 1004 (1998)

<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	(1997)
<i>United States v. Roberto C. Davila</i>	6	OCAHO	903	(1996)

FINES

Ability to Pay May Be Appropriate Factor to Consider

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)

Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)

ALJ Can Consider Public Policy of Leniency to Small Entities

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
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ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
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ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach

United States v. Crescent City Meat Company, Inc.

11 OCAHO 1217 (2014)

ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable

United States v. Durable, Inc.

11 OCAHO 1221 (2014)

ALJ Not Bound by ICE's Method of Calculating Penalties

United States v. Durable, Inc.

11 OCAHO 1221 (2014)

An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine

10 OCAHO 1209 (2014)

Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures

Margarita Garcia Ocana v. El Dorado Stone, LLC

11 OCAHO 1244 (2015)

United States v. Dr. Robert Schaus, D.D.S.

11 OCAHO 1239 (2014)

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

United States v. Horno MSJ, Ltd., Company

11 OCAHO 1247 (2015)

United States v. Liberty Packaging, Inc.

11 OCAHO 1245 (2015)

United States v. Natural Environmental, Inc.

10 OCAHO 1197 (2013)

Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case

United States v. Durable, Inc.

11 OCAHO 1221 (2014)

United States v. Romans Racing Stables, Inc.

11 OCAHO 1230 (2014)

Change of Corporate Ownership After a Violation Does Not Affect History of Violations Factor

United States v. Durable, Inc.

11 OCAHO 1229 (2014)

Civil Money Penalty

<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	(2013)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO	756	(1995)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1132	(2010)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
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<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Deliberate Violation of Multiple Laws Governing Employer Conduct Merits Maximum Penalty				
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	(2014)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Enhancement Factor Based on Whether Specific Individual was Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Excessive				
<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	(2013)
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	(1996)

Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

United States v. Durable, Inc.

11 OCAHO 1221 (2014)

Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct

Margarita Garcia Ocana v. El Dorado Stone, LLC

11 OCAHO 1244 (2015)

United States v. Liberty Packaging, Inc.

11 OCAHO 1245 (2015)

Failure to Prepare Form I-9 Among Most Serious Paperwork Violations

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

Failure to Prepare I-9 Among Most Serious Paperwork Violations

United States v. Mott Thoroughbred Stables, Inc.

11 OCAHO 1233 (2014)

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging

11 OCAHO 1253 (2015)

United States v. Romans Racing Stables, Inc.

11 OCAHO 1230 (2014)

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1243 (2015)

Failure to Prepare I-9 More Serious Than Paperwork Violations

United States v. Senox Corporation

11 OCAHO 1219 (2014)

Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1243 (2015)

Failure to Properly Complete I-9 Less Serious Than Failure to Present I-9

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1243 (2015)

Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation

<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)

Government Bears Burden of Proving Penalty and Aggravating Factor by Preponderance of Evidence

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

Government Bears the Burden of Proof on Penalty and Aggravating Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Government Has Burden of Proof On Fines and Aggravating Factors

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
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Government Must Prove Aggravating Factor by Preponderance of Evidence

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

ICE Fine Guidelines Have No Binding Effect on OCAHO

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
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<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Leniency Toward Small Entities				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Mitigation				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giambilis Enterprises</i>	6	OCAHO	834	(1996)

<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
No Deterrent Effect When Employer Is No Longer in Business				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	(2013)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
OCAHO May Examine ICE Fine de novo				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

United States v. Hartmann Studios, Inc. 11 OCAHO 1255 (2015)

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

Penalties Near Maximum Should Be Reserved for Most Egregious Violations

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 (2014)

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 (2014)

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 (2014)

United States v. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 (2014)

United States v. Hartmann Studios, Inc. 11 OCAHO 1255 (2015)

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 (2015)

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 (2015)

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 (2014)

United States v. M & D Masonry, Inc. 10 OCAHO 1211 (2014)

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 (2014)

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 (2015)

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (2014)

United States v. Senox Corporation 11 OCAHO 1219 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine 10 OCAHO 1209 (2014)

Penalties Should Deter Future Violations Without Being Unduly Punitive

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 (2014)

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 (2014)

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 (2015)

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 (2015)

<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Penalties Should Not Be Disproportionate to Employer's Revenue				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Principal Goal Is To Enhance Probability of Future Compliance				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)

Reasonableness Based On Record As Whole and Statutory Factors in Particular

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)

Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Should Deter Future Violations Without Being Unduly Punitive

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
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Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
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Statute Does Not Prohibit Consideration of Unenumerated Factors

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)

Statute Does Not Require Equal Weight Be Given Each of the Five Statutory Factors

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Statute Does Not Require Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors				
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Statute Does Not Require Equal Weight Be Given to Each Required Penalty Factor				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statute Does Not Rule Out Consideration of Unenumerated Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
There Is No Sole Permissible Method for Calculating Penalties				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Violations Evaluated on a Continuum Because Not All Violations are Equally Serious				
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	(2014)
Weight of Each Statutory Factor Depends on Facts of Each Case				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
FORGED DOCUMENTS				
Generally				
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	(1996)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Maria Sourovova</i>	8	OCAHO	1020	(1998)
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	(1995)
FORM I-9				
<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO	1147	(2012)
A Birth Certificate is Not a Valid List B Document That Establishes Identity				
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
Compliance				
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)

<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO	1173	(2013)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Vogue Pleating, Stitching & Embroidery Corporation</i>	5	OCAHO	782	(1995)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)

Document Abuse

<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO	1080	(2002)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)

Document Fraud

<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)

Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
Employee's Failure to Check Box Attesting to Status or Sign Section 1 is a Substantive Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Employer Must Attest to Examination of Section 2 Documents				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Employer Must Ensure Employee Completed and Signs Section 1 On Date of Hire				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Employer's Completion of Section 3 In Lieu of Section 2 Constitutes Substantive Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Attest to Examination of Section 2 Documents is Serious Substantive Violation				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Complete I-9 Within Three Business Days is Serious Violation				

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Complete or Sign Section 2 Employer Verification Constitutes Substantive Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Failure to Ensure Employee Signs Section 1 Is A Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Ensure Employee Timely Completes Section 1 Constitutes Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Enter Required Document Information in Section 2 Constitutes Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation				

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Generally				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Segura-Sataray</i>	4	OCAHO	703	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Harran Transportation Company, Inc.</i>	6	OCAHO	857	(1996)
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Simon Osagie Iyaw</i>	5	OCAHO	744	(1995)
I-9 Section 3 To Be Used Only for Reverification After Section 2 is Properly Completed At Hire				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
No Substitute for Proper Completion of Form I-9				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Retention Requirement for Former Employees				
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
The Longer the Delay In Preparing a Form I-9, The More Serious the Violation				

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire				
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	(2014)
Use of Section 3 of Form I-9 Only Proper If Employee Is Rehired or Work Authorization Expires				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
FOURTH AMENDMENT				
Consent				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Exclusionary Rule				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	909	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	909	(1997)
Generally				
<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO	845	(1996)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
GOOD CAUSE				
Generally				
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	(1989)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	187	(1990)
<i>United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally</i>	1	OCAHO	86	(1989)
<i>United States v. Nu Line Fashions, Inc.</i>	1	OCAHO	147	(1990)

<i>United States v. Shine Auto Service</i>	1	OCAHO	70	(1989)
<i>United States v. Shine Auto Service</i>	1	OCAHO	94	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)

GOOD FAITH

Absence of Good Faith Shown Where Employer Enters False Hire Dates on Multiple 1-9 Forms

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
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Absence of Good Faith Where Employer Fails to Ascertain and Conform Conduct to Legal Obligations

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
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Certification(s)

Production

<i>United States v. Allen Holdings, Inc.</i>	9	OCAHO	1059	(2000)
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Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
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<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
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Deliberate Falsification of Information in Section 2 of Form I-9 Does Not Indicate Good Faith

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
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<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
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Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
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<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
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Generally

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. De Luca's Market</i>	8	OCAHO	1039	(1999)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	(2001)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	(1997)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	(2012)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)

Good Faith Affirmative Defense Only Available for Technical/Procedural Violations

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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Good Faith Shown When Employer Makes Effort to Ascertain and Conform to its Legal Obligations

<i>United States v. M & D Masonry, Inc.</i>	10	OCAHO	1211	(2014)
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Good Faith Standard has Subjective Components

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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It Is Not Objectively Reasonable to Knowingly Create False Attestations in Section 2 of Form I-9

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
No Error in Finding That Pre-signing I-9 Forms in Batches Is Not Consistent with Good Faith				

<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
Requires Assessment of Whether Employer Honestly Exercised Reasonable Care and Diligence				

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
GOOD FAITH DEFENSE				

Defense Only Available for Technical or Procedural - Not Substantive - Violations

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
Good Faith Defense Does Not Apply to Substantive Violations				

<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Good Faith Defense Only Available for Technical/Procedural Violations				

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
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<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247 a	(2015)
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HEARING(S)

Abandonment

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	(1994)
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<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	(1993)
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<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	(1989)
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<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
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<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1177	(2013)
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<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	(1992)
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Bifurcation

Hernandez v. Farley Candy Company

5 OCAHO 781 (1995)

Consolidation

Elodia Guzman v. Yakima Fruit & Cold Storage

9 OCAHO 1063 (2000)

Evidence

Juan Manuel Alamprese v. MNSH, Inc.

9 OCAHO 1094 (2003)

Generally

Abdul Hamid Kadir v. Regal Dental Ceramics

4 OCAHO 598 (1994)

Adnan Niaz Mir v. Federal Bureau of Prisons

3 OCAHO 577 (1993)

Ironsi C. Ndusorouwa v. Prepared Foods, Inc.

1 OCAHO 192 (1990)

Jury Trial

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms

4 OCAHO 623 (1994)

Permissive Joinder

Linda S. Walker v. United Airlines, Inc.

4 OCAHO 686 (1994)

Prehearing Order

Juan Manuel Alamprese v. MNSH, Inc.

9 OCAHO 1094 (2003)

Representation

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center

10 OCAHO 1131 (2009)

Michael K. Lee v. Airtouch Communications

6 OCAHO 888 (1996)

Request for a Hearing

<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	698	(1994)
<i>United States v. Kanon Associated Services, Inc.</i>	5	OCAHO	800	(1995)
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)

Waiver of Evidentiary Hearing

<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	(1998)

HEARSAY EVIDENCE

Generally

<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	753	(1995)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)

Hearsay Is Freely Admissible in Administrative Proceeding if Probative and Reliable

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
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Summary Decision

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	(2010)

HIRE

Definition

<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)

IMMIGRATION AND NATURALIZATION SERVICE/IMMIGRATION AND CUSTOMS ENFORCEMENT

Civil Money Penalty

<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

Compliance with Employer Sanctions

Technical or Procedural Verification Failures

<i>United States v. Forsch Polymer Corporation</i>	10	OCAHO	1156	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1071	(2001)

Confidential Informant(s)

<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
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Fifth Amendment

<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
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Generally

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	(1994)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)

Handbook for Employers

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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Misconduct

<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
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Recruitment

<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
IMMUNITY				
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
Transactional				
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
Use				
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	(1994)
INDEPENDENT INVESTIGATIONS				
Generally				
<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	(1995)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
INSPECTION				
Form I-9				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	(1996)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
Generally				
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	238	(1990)
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO	161	(1990)
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	54	(1989)

United States v. Land Coast Insulation, Inc.

2 OCAHO 379 (1991)

United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners

3 OCAHO 463 (1992)

INTENDING CITIZEN

Generally

United States v. Southwest Marine Corporation, a California Corporation

2 OCAHO 400 (1989)

INTERLOCUTORY ORDER(S)

Generally

United States v. American Terrazzo Corporation d/b/a John Delallo Foods

6 OCAHO 829 (1995)

United States v. Edith Fine

1 OCAHO 97 (1989)

United States v. Koamerican Trading Corporation

1 OCAHO 63 (1989)

United States v. Lea's Party Rentals, Inc.

1 OCAHO 124 (1990)

United States v. Mushtaq Admed Chaudhry

3 OCAHO 576 (1993)

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service

5 OCAHO 760 (1995)

United States v. Pedro Dominguez

6 OCAHO 876 (1996)

United States v. Pedro Dominguez

7 OCAHO 973 (1997)

United States v. Shine Auto Service

1 OCAHO 70 (1989)

Review

United States v. Split Rail Fence Company, Inc.

10 OCAHO 1181 (2013)

INTERPRETER

Generally

United States v. Mushtaq Ahmed Chaudhry

3 OCAHO 588 (1993)

INTERROGATORIES

Contention Interrogatories Are a Permissible Tool of Discovery

<i>United States v. Durable, Inc.</i> Generally	11 OCAHO 1221 (2014)
<i>Jorge Pugliese v. Auto-Grafica Corporation</i> Individual Capacity	5 OCAHO 820 (1995)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i> Response	4 OCAHO 639 (1994)
<i>Jose Proto Alcaraz v. General Motors Corporation</i> Sufficiency of Response	7 OCAHO 962 (1997)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	6 OCAHO 911 (1997)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7 OCAHO 964 (1997)
INTERVENTION	
Generally	
<i>Hernandez v. Farley Candy Company</i>	5 OCAHO 765 (1995)
<i>Hernandez v. Farley Candy Company</i>	5 OCAHO 810 (1995)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6 OCAHO 843 (1996)
JUDGMENT(S)	
Abandonment	
<i>United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.</i> Default	4 OCAHO 656 (1994)
<i>D'Amico v. Erie Community College</i>	7 OCAHO 927 (1997)
<i>Tyrone Robinson v. New York State Family Court</i>	5 OCAHO 814 (1995)
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6 OCAHO 852 (1996)

<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO	684	(1994)
<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO	818	(1995)
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
<i>United States v. Hotel Valet, Inc. d/b/a New York Valet</i>	6	OCAHO	849	(1996)
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO	841	(1996)
<i>United States v. Rodeo Night Club</i>	5	OCAHO	812	(1995)
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO	749	(1995)
<i>United States v. U.S. Style, Inc.</i>	6	OCAHO	827	(1995)
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	(1994)

Generally

<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	(1993)
<i>Grzegorz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO	530	(1993)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	(1993)
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	(1993)
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	(1993)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Chums Corporation</i>	6	OCAHO	842	(1996)

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National Origin Jurisdiction				
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
OCAHO Lacks Jurisdiction Over Claims Arising Under 42 U.S.C. 1981				
<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	(2015)
Office of Special Counsel Investigation(s)				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)

Original

Citizenship Status

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1083 (2002)

Persons Protected

Olatunji Moshood Fakunmoju v. Claims Administration Corporation 4 OCAHO 624 (1994)

Zelleka Getahun v. Dupont Merck Pharmaceutical Company 6 OCAHO 880 (1996)

Temporary Protected Status

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1085 (2002)

Retaliation

Brenda Bent v. Brotman Medical Center Pulse Health Services 5 OCAHO 764 (1995)

Drahomira Adame v. Dunkin Donuts 5 OCAHO 722 (1995)

Joan A. Lardy v. United Airlines, Inc. 4 OCAHO 595 (1994)

Krzysztof Zarazinski v. Anglo Fabrics, Company 4 OCAHO 626 (1994)

Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company 4 OCAHO 675 (1994)

Olatunji Moshood Fakunmoju v. Claims Administration Corporation 4 OCAHO 624 (1994)

United States v. Hotel Martha Washington Corporation 5 OCAHO 786 (1995)

Sovereign

Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center 4 OCAHO 689 (1994)

Josh Kupferberg v. University of Oklahoma Health Sciences Center 4 OCAHO 689 (1994)

Kasathsko v. Internal Revenue Service 6 OCAHO 840 (1996)

Massala Prince Reffell v. Prairie View A&M University 9 OCAHO 1057 (2000)

Paul C. Iwuchukwu v. City of Grand Prairie 6 OCAHO 869 (1996)

Paul C. Iwuchukwu v. City of Grand Prairie 6 OCAHO 915 (1997)

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos 10 OCAHO 1126 (2008)

Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville 6 OCAHO 881 (1996)

<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
Subject Matter Jurisdiction				
<i>Cormia v. Home Care Giver Services</i>	10	OCAHO	1160	(2012)
<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO	929	(1997)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1042	(2000)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	(2000)
Subpoena				
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
Subsequent to Final Order				
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	(2003)
Tax Protester				
<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	(1997)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)

<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	(1997)
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	(1997)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	(1997)
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	(1997)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	(1997)
Temporary Protected Status (TPS)				
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
Time Computation(s)				
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
Time Limitation(s)				
<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	(1999)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	(1996)

<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)

KNOWING USE

Generally

<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	905	(1996)
<i>United States v. Maria Sourovova</i>	8	OCAHO	1020	(1998)
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)

KNOWINGLY CONTINUE TO EMPLOY

Generally

<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	(1999)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)

KNOWINGLY HIRE

Admission(s)

<i>United States v. Valencia Bar & Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

Civil Money Penalty

<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
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Defense(s)

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)

<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
Employment Eligibility				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
Generally				
<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	(1999)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Irma Hernandez</i>	8	OCAHO	1043	(2000)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	396	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	(1993)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

Good Faith Defense

<i>United States v. Valencia Bar & Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)

KNOWLEDGE

Constructive Knowledge

<i>United States v. Aid Maintenance Company, Inc.</i>	7	OCAHO	951	(1997)
<i>United States v. American McNair, Inc.</i>	1	OCAHO	285	(1991)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO	200	(1990)
<i>United States v. C&D Plastics, Inc.</i>	1	OCAHO	240	(1990)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	123	(1990)
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	66	(1989)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)

<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
Generally				
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	(1992)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO	330	(1991)
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	(1996)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	288	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. The Body Shop</i>	1	OCAHO	149	(1990)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	198	(1990)
Imputed Knowledge				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)

Knowing Hire

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 (2003)
Summary Decision

United States v. Felipe De Leon-Valenzuela 7 OCAHO 993 (1998)

United States v. Haim Co., Inc. 7 OCAHO 988 (1998)

LABOR CERTIFICATION

U.S. Worker Cannot Be Rejected Based on Criteria Not Listed in Job Order

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 (2015)
U.S. Worker Must Be Considered Qualified If Minimum Requirements of Job Order Are Met

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1252 (2015)

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 (2015)

LEGISLATIVE HISTORY

Disparate Treatment

Krzysztof Zarazinski v. Anglo Fabrics, Company 4 OCAHO 638 (1994)
Document Abuse

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 (2003)
Generally

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 (2003)

United States v. Guardsmark 3 OCAHO 572 (1993)

United States v. Monica Zapata-Cosio 5 OCAHO 822 (1995)

United States v. Mourad Abu Remileh 5 OCAHO 724 (1995)

United States v. Robison Fruit Ranch, Inc. 4 OCAHO 594 (1994)

LIABILITY

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i> Citizenship Status Discrimination	9	OCAHO	1100	(2003)
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i> Final Order	11	OCAHO	1252	(2015)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i> Continuing Violation(s)	9	OCAHO	1100	(2003)
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i> Co-Owners of an Enterprise are Jointly and Severally Liable	7	OCAHO	940	(1997)
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i> Corporate Veil	10	OCAHO	1209	(2014)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i> Corporation(s)	4	OCAHO	639	(1994)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	780	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i> Employers Are Routinely Held Liable for Acts of the Authorized Agents	4	OCAHO	604	(1994)

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days				
<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
Failure to Produce I-9 Form for Individual Whose Name is Not Listed on Employer's Records				
<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
Generally				
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
Individual Capacity				
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Paperwork Requirement(s)/Violation(s)				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
Personal				

<i>United States v. Blueberry Hill Family Restaurant, Inc.</i>	4	OCAHO	704	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	759	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	780	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)

Substantial Compliance

<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
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Successorship Liability

<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO	982	(1997)
<i>United States v. Spring & Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)

Summary Decision

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.</i>	6	OCAHO	851	(1996)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

MEMORANDUM OF UNDERSTANDING (MOU)

Equal Employment Opportunity Commission

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)

Office of Special Counsel

<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	(1998)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)

MIRANDA-TYPE WARNINGS

Generally

<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
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MITIGATION

ALJ is Not Required to Specify Exactly How Much Overall Penalty Was Reduced for Each Factor

<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
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Back Pay

<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	(1997)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)

Civil Money Penalty

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)

<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO	825	(1995)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

Education

<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
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Employment Authorization

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
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Entitlement

<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)

Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation

<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
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<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
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<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

Good Faith Defense

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Danny Mathis d/b/a Mathis Maspori</i>	4	OCAHO	717	(1994)
<i>United States v. Danny Mathis d/b/a Mathis Maspori</i>	5	OCAHO	752	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	783	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)

Ignorance of Statutory Requirements

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	(1996)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
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<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	196	(1990)
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	(1990)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	148	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	(1992)
Instruction Given to Respondent to Refrain from Backdating Put Respondent on Notice of Prohibition				
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)
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<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
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<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	(1991)
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Juan Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	340	(1991)
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<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO	414	(1992)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	169	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	(1993)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
Duty to Mitigate				
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)

<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Front Pay				
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	169	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
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<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO	283	(1991)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Previous Violation(s)				
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
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<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO	291	(1991)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	(1999)
Seriousness of Violation(s)				
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
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<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)

<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	(1996)
<i>United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo</i>	10	OCAHO	1170	(2013)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

MODIFICATION

Generally

<i>United States v. Danny Mathis d/b/a Mathis Masporo</i>	5	OCAHO	752	(1995)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO	732	(1995)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO	727	(1995)
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	797	(1995)
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO	724	(1995)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)

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<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)

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<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
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<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	696	(1994)
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<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	(1999)
<i>United States v. Alexander's Inc. d/b/a Homestead Tomato Packing Company</i>	3	OCAHO	504	(1993)
<i>United States v. Burns and Intra-Continental Enterprises</i>	4	OCAHO	679	(1994)
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(1998)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO	162	(1990)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	504	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	6	OCAHO	913	(1997)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
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<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
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<i>Ramiro A. Villalobos v. Roumiguere Vineyards</i>	4	OCAHO	630	(1994)
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<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	487	(1993)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	(2007)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	(1993)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	(1994)

<i>United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm</i>	1	OCAHO	213	(1990)
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	(1995)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	319	(1991)
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	(1992)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	700	(1994)
<i>United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant</i>	1	OCAHO	265	(1990)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	(2002)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Townsend Culinary, Inc.</i>	7	OCAHO	996	(1998)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1096	(2003)
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<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
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<i>D'Amico v. Erie Community College</i>	7	OCAHO	927	(1997)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	(1992)
<i>United States v. Continental Sports Corporation</i>	4	OCAHO	640	(1994)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	(1993)

<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO	665	(1994)
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	(1992)
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO	749	(1995)
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO	950	(1997)
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	(1993)
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<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO	1027	(1999)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
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<i>United States v. WSC Plumbing, Inc.</i>	8	OCAHO	1045	(2000)
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<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	884	(1996)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	(2001)
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	(1994)
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	(1992)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Grzegorz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO	530	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	345	(1991)
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO	477	(1992)
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	(1997)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO	471	(1992)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati</i>	1	OCAHO	128	(1990)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	(1992)
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO	850	(1996)
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	(1993)
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	(1994)
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	(1994)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	(1988)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	(2002)
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OSC, A Separate and Distinct Party, Can Pursue Complaint-In-Intervention Without Charging Party

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<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Taste of China</i>	10	OCAHO	1164	(2013)
Factor(s)				
<i>United States v. Irma Hernandez</i>	8	OCAHO	1043	(2000)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)
Civil Penalties				
<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO	1146	(2012)
Completion				
<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	(1989)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	(1988)
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

Completion of I-9 for Employee Who Works Fewer Than Three Business Days

United States v. A&J Kyoto Japanese Restaurant, Inc.

10 OCAHO 1186 (2013)

United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant

10 OCAHO 1208 (2014)

Compliance

United States v. Corporate Loss Prevention Associates, Ltd.

6 OCAHO 886 (1996)

Continuing Violation(s)

United States v. Curran Engineering Company, Inc.

7 OCAHO 975 (1997)

United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park

7 OCAHO 940 (1997)

United States v. WSC Plumbing, Inc.

9 OCAHO 1071 (2001)

Affirmative Defense(s)

United States v. WSC Plumbing, Inc.

9 OCAHO 1061 (2000)

Copying and Attaching Verification Documents Without Properly Completing Form I-9

United States v. Super 8 Motel & Villella Italian Restaurant

10 OCAHO 1191 (2013)

Copying Employment Eligibility Documents Doesn't Excuse Employer's Failure to Complete Section 2

Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer

10 OCAHO 1201 (2013)

United States v. A&J Kyoto Japanese Restaurant, Inc.

10 OCAHO 1186 (2013)

United States v. Platinum Builders of Central Florida, Inc.

10 OCAHO 1199 (2013)

Copying Verification Documents

United States v. Seven Elephants Distributing Corp.

10 OCAHO 1173 (2013)

Creation of False Section 2 Attestations Is Substantive Violation

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Default

<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO	983	(1998)
Defense(s)				
<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO	720	(1994)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	877	(1996)
<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO	1027	(1999)
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO	723	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO	667	(1994)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	(1993)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Employee's Failure to Complete Citizenship Attestation Constitutes Serious Substantive Violation				

<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Employees Must Attest to Specific Category of Employment Eligibility in Which They Fit				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
Employer is Liable for Only One Violation Per Form I-9				
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Employer Responsibility				
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	329	(1991)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Form I-9				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	(1995)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Giamblis Enterprises</i>	5	OCAHO	817	(1995)

<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	(1994)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	(1994)
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO	826	(1995)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Vogue Pleating, Stitching & Embroidery Corporation</i>	5	OCAHO	782	(1995)
Generally				
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	794	(1995)
Employer's Failure to Ensure Employee Attests to Status in Section 1 is a Substantive Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Examining Copies of Employee Documents Insufficient Where Law Requires Examination of Originals				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Factors				

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Failure to Complete Employment Eligibility Verification Form I-9 Constitutes Serious Violation				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	(2014)
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Failure to Complete I-9 Within Three Business Days				
<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	(2013)
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	(2013)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	(2013)
Failure to Complete I-9 Within Three Business Days is Serious Violation				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	(2013)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)

Failure to Ensure Employee Signs Section 1 Is A Serious Violation

United States v. Hartmann Studios, Inc.

11 OCAHO 1255 (2015)

Failure to Ensure Employee Signs Section 1 is a Substantive Failure

United States v. Golf International d/b/a Desert Canyon Golf

10 OCAHO 1214 (2014)

Failure to Ensure Employee Signs, Lists Immigration Status and A Number on I-9 Are Serious Violations

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1228 (2014)

Failure to Prepare

United States v. American Terrazzo Corporation d/b/a John Delallo Foods

6 OCAHO 877 (1996)

United States v. Corporate Loss Prevention Associates, Ltd.

6 OCAHO 908 (1997)

United States v. DJ Drywall, Inc.

10 OCAHO 1136 (2010)

United States v. LFW Dairy Corporation

10 OCAHO 1129 (2009)

Failure to Prepare Form I-9 Among Most Serious Paperwork Violations

United States v. Clean Sweep Janitor Service

11 OCAHO 1226 (2014)

United States v. Golf International d/b/a Desert Canyon Golf

11 OCAHO 1222 (2014)

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

United States v. Homestead Metal Recycling Corp.

11 OCAHO 1251 (2015)

United States v. Horno MSJ, Ltd., Company

11 OCAHO 1247 (2015)

United States v. Keegan Varitey, LLC

11 OCAHO 1238 (2014)

Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements

United States v. Clean Sweep Janitor Service

11 OCAHO 1226 (2014)

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

United States v. Keegan Varitey, LLC

11 OCAHO 1238 (2014)

Failure to Prepare I-9 Among Most Serious Paperwork Violations

<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Present Form I-9s within Three Days of Government's Request				
<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	(2013)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	(2013)
Failure to Present Timely Prepared I-9 Forms is a Serious Violation				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Properly Complete Employer Verification in Section 2 Constitutes Substantive Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	(2013)
Failure to Properly Complete I-9 Less Serious Than Failure to Present I-9				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation				
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
Failure to Properly Complete Section 2 of the Form I-9 is a Very Serious Violation				

<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	(2014)
Failure to Properly Verify Documents in Form I-9 Section 2 Is Serious and Substantive Violation				
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Failure to Timely Prepare Form I-9 Is A Serious Violation				
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
Failure to Timely Prepare Form I-9 is Both Substantive and Serious Violation				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	(2013)
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	(2013)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	(2014)
Form I-9				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
Generally				
<i>United States v. Aegis Fashion, Inc.</i>	1	OCAHO	239	(1990)
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	(1992)
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	(1991)
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	238	(1990)

<i>United States v. Big Bear Market</i>	1	OCAHO	48	(1989)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Burns and Intra-Continental Enterprises</i>	4	OCAHO	679	(1994)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	536	(1993)
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	369	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	361	(1991)
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO	67	(1989)
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	(1992)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	(1990)
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO	342	(1991)
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO	525	(1993)
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO	554	(1993)
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO	420	(1992)
<i>United States v. Felipe, Inc.</i>	1	OCAHO	93	(1989)
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	(2012)
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO	175	(1990)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)

<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	(1991)
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO	433	(1992)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	(1990)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	(1990)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	(1989)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	166	(1990)
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO	309	(1991)
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO	448	(1992)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	(1990)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	518	(1993)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO	427	(1992)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Park Sunset Hotel</i>	3	OCAHO	525	(1993)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)

<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	(1997)
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	(1990)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	492	(1993)
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	(1992)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
<i>United States v. South Masonry Fencing Company</i>	1	OCAHO	4	(1988)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	(1993)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO	370	(1991)
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO	422	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)

Good Faith Compliance

Technical or Procedural Verification Failures

<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1062	(2000)
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1071	(2001)

Government Refusal of Documents Deprived Employer of Opportunity to Correct Technical Violations

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
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I-9 Retention Required for 3 Years After Hire or 1 Year After Termination, Whichever Is Later

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
I-9 Retention Requirement for Former Employees				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	(2014)
I-9s To Be Examined Are Those Presented in Response to NOI, Not I-9s Produced Thereafter				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Ignorance of Statutory Requirements				
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
Lack of Issuing Authority for a Driver's License in Section 2 is a Substantive Violation				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
Liability				
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	908	(1997)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	(2012)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	(1996)
Location				
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	(1991)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
Mere Failure to Date I-9 Employer Attestation is Technical or Procedural				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Mitigation				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	(1995)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	(1994)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	(1994)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO	801	(1995)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Union Lakeville Corporation</i>	8	OCAHO	1019	(1998)
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO	965	(1997)

No Expiration Date for Driver's License in Section 2 is Substantive if No Copy Attached

United States v. Golf International d/b/a Desert Canyon Golf

10 OCAHO 1214 (2014)

No Substitute for Proper Completion of Form I-9

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

United States v. Chen Wilmington, Inc.

11 OCAHO 1241 (2015)

Person Who Signs Attestation Must Be Same Person Who Examines Employee's Original Documents

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Rules for Completion of I-9 for Employee Who Works Fewer Than Three Business Days

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1228 (2014)

Section 2 - Expired Documents

United States v. Silverado Stages, Inc.

10 OCAHO 1182 (2013)

Section 2 Is the Heart of the Employment Eligibility Verification Process

Margarita Garcia Ocana v. El Dorado Stone, LLC

11 OCAHO 1244 (2015)

United States v. Liberty Packaging, Inc.

11 OCAHO 1245 (2015)

Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Statute of Limitations

United States v. Naim Ojeil & Samoeil Ishk

7 OCAHO 984 (1998)

Systematically Executing False Attestations in Section 2 Is Very Serious Violation

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
The Longer the Delay In Preparing a Form I-9, The More Serious the Violation				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Untimely Filing				
<i>United States v. Naim Ojeil & Samoeil Ishk</i>	7	OCAHO	984	(1998)
Untimely Produced Documents Don't Excuse Substantive Errors in I-9s Presented During Inspection				
<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO	1201	(2013)
Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
PARTIES				
Class Action				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO	843	(1996)
<i>Jose E. Birisno Briceno-Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)
Complaint				
<i>United States v. Auburn University</i>	4	OCAHO	646	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
Corporation(s)				

<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	(1992)
Generally				
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO	507	(1993)
Hearing(s)				
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	781	(1995)
Individual Capacity				
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	(1994)
Interpleader of DHS Unwarranted in Case Under 8 U.S.C. Section 1324b				
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
Intervenor				
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	810	(1995)
Permissive Joinder				
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)
<i>United States v. WSC Plumbing, Inc.</i>	8	OCAHO	1045	(2000)
Prevailing				

<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>United States v. Auburn University</i>	4	OCAHO	688	(1994)
Settlement				
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
Stipulation				
<i>Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.</i>	1	OCAHO	160	(1990)
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	380	(1991)
Subpoena				
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
Successorship Liability				
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
Union(s)				
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO	107	(1989)
PATTERN OR PRACTICE				
Civil Money Penalty				
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
Document Abuse				
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	(2012)

Generally

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	(1993)
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	(1998)
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1069	(2001)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)

Independent Contractor(s)

<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
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Persons Protected

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	(1995)

Proof

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	(1994)
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PENALTIES

Ability to Pay May Be Appropriate Factor to Consider

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)

Employment of Unauthorized Alien(s)				
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
Aggravation				
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO	1173	(2013)
ALJ Can Consider Public Policy of Leniency to Small Entities				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach				
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
ALJ Not Bound by ICE's Method of Calculating Penalties				

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Challenge to ICE Formula Inapposite Where Final Penalty Arrived at Independently by ALJ				
<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)

Double Jeopardy

United States v. Alberto Noriega-Perez

6 OCAHO 859 (1996)

Employment of Unauthorized Aliens

United States v. Forsch Polymer Corporation

10 OCAHO 1156 (2012)

United States v. Nebeker, Inc.

10 OCAHO 1165 (2013)

Enhancement Factor Based on Whether Specific Individual was Unauthorized

Margarita Garcia Ocana v. El Dorado Stone, LLC

11 OCAHO 1244 (2015)

United States v. Jalisco's Bar and Grill, Inc.

11 OCAHO 1224 (2014)

United States v. Liberty Packaging, Inc.

11 OCAHO 1245 (2015)

United States v. Romans Racing Stables, Inc.

11 OCAHO 1230 (2014)

Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1243 (2015)

Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Excessive Money Penalties

United States v. Clean Sweep Janitor Service

11 OCAHO 1226 (2014)

Factors

United States v. DJ Drywall, Inc.

10 OCAHO 1136 (2010)

United States v. Keegan Varitey, LLC

11 OCAHO 1238 (2014)

United States v. Kobe Sapporo Japanese, Inc.

10 OCAHO 1204 (2013)

United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet

10 OCAHO 1192 (2013)

<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	(2013)
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	(2014)
Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith				
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Failure to Prepare I-9 Among Most Serious Paperwork Violations				
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Properly Complete I-9 Less Serious Than Failure to Present I-9				
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation				
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Generally				
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	(1993)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)

<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO	565	(1993)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	575	(1993)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	(1993)
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	887	(1996)
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	(1993)
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	(2011)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	(2011)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Landscapes By Susanna</i>	3	OCAHO	556	(1993)
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO	567	(1993)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	(1993)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	(1993)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Pedro Dominguez</i>	7	OCAHO	972	(1997)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	(1993)
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	(1995)
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	(1997)

<i>United States v. Satarain, Individually</i>	3	OCAHO	557	(1993)
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	(1993)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Good Faith Defense				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
Government Bears Burden of Proving Penalty and Aggravating Factor by Preponderance of Evidence				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Government Bears the Burden of Proof on Penalty and Aggravating Factors				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Government Must Prove Aggravating Factor by Preponderance of Evidence				

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

ICE Fine Guidelines Have No Binding Effect on OCAHO

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Knowing Hire

<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	(2013)

Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)

Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty

<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	(2013)

Leniency Toward Small Entities

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)

Mitigation

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	(1995)
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO	714	(1994)
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO	803	(1995)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	(1997)
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO	756	(1995)
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	(1995)
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	(1994)
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	(1995)
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	(1994)
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	(1996)
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	(1995)

Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)

Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized

<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
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OCAHO Reviews Penalty Question De Novo

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Paperwork Requirement(s)/Violation(s)				
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	(1996)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	(1994)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	(1996)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	(2009)
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	(1994)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	(1996)
Employment of Unauthorized Alien(s)				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
Factor(s)				
<i>United States v. De Luca's Market</i>	8	OCAHO	1039	(1999)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelty Corporation</i>	7	OCAHO	986	(1998)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	(1998)
Good Faith Defense				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelty Corporation</i>	7	OCAHO	986	(1998)
Seriousness of the Violation(s)				
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelty Corporation</i>	7	OCAHO	986	(1998)

Size of Business

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company 7 OCAHO 931 (1997)

United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation 7 OCAHO 986 (1998)

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 (2015)

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

United States v. Hartmann Studios, Inc. 11 OCAHO 1255 (2015)

United States v. Keegan Varitey, LLC 11 OCAHO 1238 (2014)

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

Penalties Near Maximum Should Be Reserved for Most Egregious Violations

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 (2014)

United States v. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 (2014)

United States v. Hartmann Studios, Inc. 11 OCAHO 1255 (2015)

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 (2015)

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 (2015)

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 (2014)

United States v. Kobe Sakura Japanese, Inc. 10 OCAHO 1205 (2013)

United States v. Kobe Sapporo Japanese, Inc. 10 OCAHO 1204 (2013)

United States v. M & D Masonry, Inc. 10 OCAHO 1211 (2014)

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 (2014)

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

United States v. Platinum Builders of Central Florida, Inc. 10 OCAHO 1199 (2013)

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 (2015)

United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro 10 OCAHO 1206 (2013)

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (2014)

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	(2014)
Penalties Should Deter Future Violations Without Being Unduly Punitive				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	(2014)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business				
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	(2015)
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
Proportionality is Critical in Setting Penalties				
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)

Reasonableness Based On Record As Whole and Statutory Factors in Particular

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
Referring to Discrepancies or Suspect Documents Does Not Alone Prove Employee is Unauthorized				
Mere Reference to Information Discrepancies or Suspect Documents Insufficient to Prove				
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Seriousness of Violation(s)				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	(1998)
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	(2013)
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO	1013	(1998)
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	(2013)
<i>United States v. Taste of China</i>	10	OCAHO	1164	(2013)
Failure to Complete I-9 prior to Notice of Inspection				
<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	(2013)
Size of Business				
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo</i>	10	OCAHO	1170	(2013)

Franchisee/Franchisor				
<i>United States v. Siwan & Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
Size of Business Did Not Necessitate Further Mitigation of Civil Penalty				
<i>United States v. M & D Masonry</i>	10	OCAHO	1215	(2014)
Statute Does Not Prohibit Consideration of Unenumerated Factors				
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
Statute Does Not Require Equal Weight Be Given Each of the Five Statutory Factors				
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
Statute Does Not Require Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors				
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	(2015)
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
Statute Does Not Require Equal Weight Be Given to Each Required Penalty Factor				
<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	(2014)
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
Statute Does Not Rule Out Consideration of Unenumerated Factors				

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	(2015)
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	(2015)
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	(2015)
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	(2014)
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)

Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)

There Is No Sole Permissible Method for Calculating Penalties

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	(2015)
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Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum

<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	(2014)
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Where A Violation is Found, The Act Does Not Provide for Waiver of Penalty

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
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PERSONS PROTECTED

5/10 Year Rule

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO	607	(1994)
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	5	OCAHO	726	(1995)
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	(1995)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)

Alien(s)

Generally

<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)

Temporary Resident

<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
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Unauthorized

<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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Asylees

<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	(1996)
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Citizen(s)

<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
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Generally

<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	(2001)
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Intending

<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	335	(1991)

<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO	400	(1989)
Puerto Rican				
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
U.S. Born Citizen				
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
Generally				
<i>Arnulfo Medina v. Bend-Pack, Inc.</i>	5	OCAHO	791	(1995)
<i>Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center</i>	3	OCAHO	515	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	(1993)
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	(1993)
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	(1993)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	(1990)
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	(1993)
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	(1993)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	(1992)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital</i>	3	OCAHO	516	(1993)
<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)

<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
H-1B Visa Holders				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
Individual is Not Protected if, w/in 6 Mths of Eligibility, he/she fails to apply for naturalization				
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	(2013)
Naturalization Applicant, Declaration not Completed				
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
Naturalized				
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
Permanent Resident				
<i>Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante</i>	7	OCAHO	970	(1997)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
Retaliation				
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
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<p>REMEDIES</p> <p>ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case</p>	2 OCAHO	389	(1991)
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<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	(2014)
Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
Liability Finding Under Section 1324b Requires Issuance of Cease and Desist Order				
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	(2015)
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	(2014)
REPRESENTATION				
Attorney Representing Private Party and Appearing on Filings Must File Notice of Appearance				
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	(2015)
Class Action				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Jose E. Birisno Briceno-Briceno v. Farmco Farms</i>	4	OCAHO	629	(1994)
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	(1996)
Generally				
<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Alexsandr Yakubson v. Effective Security</i>	6	OCAHO	858	(1996)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	(1996)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	713	(1994)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
Gov't Must Treat Pro Se Party Lacking Legal Knowledge With Scrupulous Fairness				

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
Lay or Non-Attorney Representation				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
Lay Representation				
<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
Non-Attorney				
<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	(1994)
OCAHO Rules Do Not Apply to Representation Before a Complaint is Filed With OCAHO				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
OCAHO Rules Explicitly Allow for Representation By a Non-Attorney Under Certain Circumstances				
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
Pro Se				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	(2003)
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	(2012)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO	588	(1993)
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<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
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<i>Lee v. AT&T</i>	7	OCAHO	924	(1997)
Withdrawal				
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	682	(1994)
<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO	745	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
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<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	(1994)
Generally				
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	(1993)
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	(1992)
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	(1993)
Hearing Unnecessary Where No Genuine Issue of Material Fact is in Dispute				
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	(2014)
Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers				
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
REQUESTS FOR RELIEF				
Form of				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	(2003)

RES JUDICATA

Doesn't Apply if Cause of Action is Different Than In Earlier Case

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 (2014)

Generally

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center

8 OCAHO 1047 (2000)

United States v. Alberto Noriega-Perez

6 OCAHO 859 (1996)

United States v. Armando Alvarez-Suarez

4 OCAHO 655 (1994)

Res Judicata Inapplicable to Claims Not Adjudicated on Merits

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 (2014)

RETALIATION

Adverse Employment Action Occurs When Employment Decision Made and Communicated to Employee

Rael A. Odongo v. Crossmark, Inc.

11 OCAHO 1236 (2014)

Based on Filing a Charge With OSC

John A. Breda v. Kindred Braintree Hospital, LLC

10 OCAHO 1202 (2013)

Causation Requires a Showing that the Decisionmaker Knew of the Employee's Protected Activity

Rael A. Odongo v. Crossmark, Inc.

11 OCAHO 1236 (2014)

Cause of Action

Kevin Raffay v. Western Digital

10 OCAHO 1159 (2012)

Cease and Desist

United States v. Hotel Martha Washington Corporation

5 OCAHO 786 (1995)

Counterclaim May Be Considered Retaliatory if it is Objectively Baseless

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Employer Has Burden of Production in Stating Non-Discriminatory Reason for Employment Action				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Evidence of Pretext Must Be Specific and Substantial				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Filing EEOC Religious Discrimination Complaint is not Protected Activity Under Section 1324b(a)(5)				
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
Generalized Complaints About Employing Undocumented Workers Isn't Protected Under Section 1324b				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
Generally				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	(1997)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1124	(2007)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	(2008)
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	(1993)
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	(1994)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	(1994)
<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)

<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO	953	(1997)
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	(1995)
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	(2001)

Jurisdiction

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	(1995)
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	(1997)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	(1994)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)

Must Show Adverse Employment Action Would Not Have Occurred But For Employee's Protected Activity

<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
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Prima Facie Case

<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	(1997)
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	(2008)
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	(1999)

<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	(2009)
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
Prima Facie Case May Be Established by Direct or Circumstantial Evidence				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Protected Activity				
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	(2013)
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Complaining About Illegal Hiring Under § 1324a Does Not Constitute Protected Activity Under § 1324b(a)(5)				
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	(2013)
Retaliation Claim Must Be Based on Conduct that is Protected Under Section 1324b				
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	(2014)
Retaliation May Consist of Actions Not Directly Related to an Individual's Employment				
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	(2013)
Retaliation Provision of Section 1324b Applies to any Individual, Not Just Protected Individuals				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
To Rebut Prima Facie Case, Employer Must State Non-Retaliatory Reason for Employment Action				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
REVERIFICATION				
Employer's Duty				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)

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Zelleka Getahun v. DuPont Merck Pharmaceutical Company

8 OCAHO 1029 (1999)

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United States v. American Terrazzo Corporation d/b/a John Delallo Foods

6 OCAHO 829 (1995)

United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels

3 OCAHO 554 (1993)

United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner

4 OCAHO 696 (1994)

United States v. Kaday Musu Thoronka

5 OCAHO 772 (1995)

United States v. Karnival Fashion, Inc.

5 OCAHO 783 (1995)

United States v. Landscapes By Susanna

3 OCAHO 556 (1993)

United States v. Oscar Eduardo Villatoro-Guzman

4 OCAHO 652 (1994)

United States v. Park Sunset Hotel

3 OCAHO 525 (1993)

United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management

3 OCAHO 559 (1993)

United States v. Satarain, Individually

3 OCAHO 557 (1993)

Issues Not Properly Raised Below Cannot Be Raised for the First Time on Review

United States v. M & D Masonry

10 OCAHO 1215 (2014)

Review Limited to Issues Contained in the Request for Review

United States v. M & D Masonry

10 OCAHO 1215 (2014)

SANCTIONS

Abandonment

United States v. Mushtaq Ahmed Chaudhry

4 OCAHO 666 (1994)

Admission(s)

United States v. Alberto Noriega-Perez

5 OCAHO 811 (1995)

<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
Attorney Fees				
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	(1997)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
Attorney Fees Not Permitted As Sanction for Failure to Comply With Discovery Order				
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	(2014)
Civil Money Penalty				
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
Discovery Sanctions Usually Imposed Only After Order Compelling Discovered is Issued				
<i>Rael A. Odongo v. Crossmark, Inc.</i>	11	OCAHO	1236	(2014)
Discovery Violation(s)				
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	(1997)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	(2003)
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	(1997)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
<i>United States v. Westin Galleria & Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
Ex Parte Communication(s)				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
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Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center

10 OCAHO 1131 (2009)

Lee v. AT&T

7 OCAHO 924 (1997)

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Aranka M. Palancz v. Cedars Medical Center

3 OCAHO 443 (1992)

Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis

2 OCAHO 341 (1991)

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1091 (2003)

Joan A. Lardy v. United Airlines, Inc.

3 OCAHO 493 (1993)

Omar Egal v. Sears Roebuck & Company

3 OCAHO 442 (1992)

United States v. Alberto Noriega-Perez

5 OCAHO 798 (1995)

United States v. Alberto Noriega-Perez

5 OCAHO 811 (1995)

United States v. Armando Alvarez-Suarez

4 OCAHO 699 (1994)

United States v. Buckingham Limited Partnership d/b/a Mr. Wash

1 OCAHO 151 (1990)

United States v. David Day d/b/a David Day Masonry

3 OCAHO 553 (1993)

United States v. Diamond Construction, Inc.

3 OCAHO 451 (1992)

United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant

2 OCAHO 360 (1991)

United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors

1 OCAHO 119 (1989)

United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant

3 OCAHO 479 (1992)

United States v. Manca Imports, Inc.

1 OCAHO 268 (1990)

United States v. McDonnell Douglas Corporation

2 OCAHO 351 (1991)

United States v. Mushtaq Ahmed Chaudhry

4 OCAHO 666 (1994)

United States v. Nu Look Cleaners of Pembroke Pines, Inc.

1 OCAHO 202 (1990)

United States v. Nu Look Cleaners of Pembroke Pines, Inc.

1 OCAHO 274 (1990)

United States v. Park Sunset Hotel

3 OCAHO 525 (1993)

United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge

3 OCAHO 560 (1993)

United States v. Roberto C. Davila

6 OCAHO 895 (1996)

United States v. Scandia Interiors, Inc.

1 OCAHO 290 (1991)

<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO	390	(1991)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
<i>United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products</i>	3	OCAHO	483	(1993)
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO	35	(1988)
Penalties				
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	(1994)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
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Affirmative Defense(s)				
<i>United States v. David Jenkins</i>	4	OCAHO	649	(1994)
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
Consent				
<i>United States v. David Jenkins</i>	5	OCAHO	743	(1995)
Generally				
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)
<i>United States v. Kuo Liu</i>	1	OCAHO	235	(1990)
SELECTIVE PROSECUTION				
Generally				
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)

SERVICE OF PROCESS

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United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.

4 OCAHO 656 (1994)

Certificate of Service

United States v. Silverado Stages, Inc.

10 OCAHO 1185 (2013)

Dismissal

United States v. Mayfly Fashion, Inc.

6 OCAHO 894 (1996)

Ex Parte Communication(s)

Chand Wije v. Barton Springs/Edwards Aquifer C.D.

4 OCAHO 645 (1994)

United States v. Hyatt Regency Lake Tahoe

6 OCAHO 854 (1996)

United States v. Red Lobster

4 OCAHO 631 (1994)

Generally

Esther Din Brooks v. Watts Window World

3 OCAHO 570 (1993)

Haddon Speakman v. The Rehabilitation Hospital of South Texas

3 OCAHO 469 (1992)

Jaime Banuelos v. Transportation Leasing Company

1 OCAHO 136 (1990)

Jaime Banuelos v. Transportation Leasing Company

1 OCAHO 214 (1990)

Martin A. Holguin v. Dona Ana Fashions

4 OCAHO 605 (1994)

Sanford J. Strauss v. Rite Aid Corporation

4 OCAHO 721 (1994)

Sellaro v. Elektra Records

3 OCAHO 461 (1992)

Stephen A. Lewis v. Ogden Services

2 OCAHO 384 (1991)

United States v. Ambrocio Morales-Guzman

5 OCAHO 776 (1995)

United States v. Big Bear Market

1 OCAHO 48 (1989)

United States v. David Day d/b/a David Day Masonry

3 OCAHO 514 (1993)

<i>United States v. Dennis M. Dolan d/b/a Old Ocean Beach Café</i>	2	OCAHO	388	(1991)
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO	132	(1990)
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	(1992)
<i>United States v. Flat Knitting Mills Company, Inc.</i>	2	OCAHO	317	(1991)
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	(1989)
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO	770	(1995)
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	(1989)
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	(1991)
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO	45	(1989)
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	(1996)
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	(1990)
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	(1995)
<i>United States v. Prime Landscape Management, Inc.</i>	1	OCAHO	204	(1990)
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO	336	(1991)
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	(1993)
Manner of Service				
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
Pleadings				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	(1994)
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	(1994)
Pro Se				
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	(1994)
Request for Review				
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	(2013)

<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	(2013)
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	(2013)
Withdrawal				
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	(1995)
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Authority and Jurisdiction to Review				
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1124	(2007)
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	26	(1988)
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	27	(1988)
<i>United States v. La Luna Azul</i>	1	OCAHO	14	(1988)
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	(1998)
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	15	(1988)
<i>United States v. Rainbow Steel Company</i>	1	OCAHO	17	(1988)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
Civil Money Penalty				
<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	(1994)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
Collateral Estoppel and Res Judicata Not Applicable to Settlement Agreements				
<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	(2014)
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<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
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<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	(1994)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes</i>	6	OCAHO	921	(1997)
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	(1994)
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<i>United States v. American Airlines</i>	8	OCAHO	1044	(2000)
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<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO	650	(1994)
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	(1995)
<i>United States v. Westin Galleria & Westin Oaks Hotel</i>	4	OCAHO	701	(1994)
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<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
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<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO	841	(1996)
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	(1994)
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<i>Christnie Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.</i>	8	OCAHO	1025	(1999)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	363	(1991)
<i>Salvador Chavarin-Lopez v. Nichols Farms</i>	2	OCAHO	371	(1991)
<i>United States v. A & B Carpet Steam Cleaning & General Services, Corporation</i>	1	OCAHO	244	(1990)
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	391	(1991)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	(1998)
<i>United States v. Commander Construction, Inc. t/a Commander Construction Company</i>	1	OCAHO	32	(1988)
<i>United States v. El Centenario, Inc. d/b/a Las Margaritas III</i>	1	OCAHO	28	(1988)
<i>United States v. Francisco's Restaurant, Inc.</i>	1	OCAHO	206	(1990)
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	(1994)
<i>United States v. James L. Baber and Jeff Baber d/b/a Baber Brothers Farm</i>	2	OCAHO	350	(1991)
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	(1988)
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO	28	(1988)
<i>United States v. Lectro Tek Services, Inc.</i>	1	OCAHO	172	(1990)
<i>United States v. Lighthouse Restaurant</i>	1	OCAHO	7	(1988)
<i>United States v. Manca Imports, Inc.</i>	2	OCAHO	347	(1991)
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	10	(1988)
<i>United States v. Prestige Landscapes</i>	1	OCAHO	11	(1988)
<i>United States v. Sizzler Restaurants International, Inc.</i>	1	OCAHO	263	(1990)
<i>United States v. Springs Wash One d/b/a Austin Nevada Car Wash, a California Limited Partnership</i>	2	OCAHO	349	(1991)
<i>United States v. Stephen and Christine Sealy</i>	2	OCAHO	362	(1991)
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO	413	(1992)
<i>United States v. Turner's Japanese Auto Repair</i>	8	OCAHO	1009	(1998)

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<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	(1997)
<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO	650	(1994)

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<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	(2013)
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<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
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<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
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<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	(2006)
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	432	(1992)
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	(1989)
<i>United States v. Enrique Silva d/b/a J.B.'s Night Club</i>	8	OCAHO	1014	(1998)
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	(1991)
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<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)

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<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO	818	(1995)
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)
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<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO	1146	(2012)
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<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	(1996)
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	(1996)

SIZE OF BUSINESS

ALJ Can Consider Public Policy of Leniency to Small Entities

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

Business Size Is Determined Based on Size At Time of ALJ Adjudication and Penalty Assessment

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)

Business Size Not Based on Former Period in Business' History

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	(2015)
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OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
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<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>Yaming Shen v. Defense Language Institute</i>	9	OCAHO	1117	(2005)

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<i>Ping Ruan v. United States Navy</i>	8	OCAHO	1046	(2000)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	(1996)
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<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	(1997)
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	(2001)
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	(1999)
<i>Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	(1999)
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	(2000)
<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	(1997)
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	(1996)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	(1996)
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1042	(2000)
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<i>Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center</i>	4	OCAHO	709	(1994)
<i>Josh Kupferberg v. University of Oklahoma Health Sciences Center</i>	4	OCAHO	709	(1994)
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	(1996)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	(1996)
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	(1995)
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<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)
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<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	(2000)
<i>Ping Ruan v. United States Navy</i>	8	OCAHO	1046	(2000)
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	(2008)
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<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	(1998)
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<i>Akintunde Omoyosi v. Lebanon Correctional Institution</i>	9	OCAHO	1119	(2005)
<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
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<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	(1996)
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<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center</i>	3	OCAHO	515	(1993)
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO	406	(1992)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	(1992)
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital</i>	3	OCAHO	516	(1993)

<i>United States v. Auburn University</i>	3	OCAHO	564	(1993)
<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	(1994)
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO	999	(1998)
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<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO	203	(1990)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	(1993)
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO	400	(1989)
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<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	(1993)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
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<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	(1994)
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<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	(1994)
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<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)

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4 OCAHO 638 (1994)

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1 OCAHO 109 (1989)

STATISTICAL PROOF OF DISCRIMINATION

Discriminatory Intent May Be Inferred From Statistical Evidence

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 (2014)

Gross Statistical Disparity May Be Prima Facie Proof of Pattern or Practice of Discrimination

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 (2014)

May Be Rebutted By Showing That Resolving a Flaw in Statistics Eliminates Disparity

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 (2014)

Statistical Disparities Over Two or Three Standard Deviations May Indicate Discrimination

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 (2014)

Statistics May Show Employer's Justification Is Pretextual

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11 OCAHO 1227 (2014)

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10 OCAHO 1147 (2012)

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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	(1995)
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	(2006)
<i>United States v. Auburn University</i>	4	OCAHO	646	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
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<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	(1994)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	(2013)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	(2013)
<i>United States v. Red Lobster</i>	4	OCAHO	631	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)
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<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
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<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	(1994)
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<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	(2002)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO	855	(1996)

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
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<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
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<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	(1993)
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO	822	(1995)
<i>United States v. Performance Printing Corporation</i>	5	OCAHO	779	(1995)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	(1994)
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<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	(1994)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	(1995)
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	(1994)
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	(1995)
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO	919	(1997)

<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO	850	(1996)
<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
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<i>United States v. Guardsmark</i>	3	OCAHO	572	(1993)
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	594	(1994)
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<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	(1994)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
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<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
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<i>United States v. Auburn University</i>	4	OCAHO	646	(1994)
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<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
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<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	(1994)
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	(1996)
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
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<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)

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Linda S. Walker v. United Airlines, Inc.

4 OCAHO 686 (1994)

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6 OCAHO 861 (1996)

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5 OCAHO 755 (1995)

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4 OCAHO 595 (1994)

Kasathsko v. Internal Revenue Service

6 OCAHO 840 (1996)

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3 OCAHO 497 (1993)

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos

10 OCAHO 1126 (2008)

Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation

1 OCAHO 107 (1989)

Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm

9 OCAHO 1115 (2005)

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1 OCAHO 74 (1989)

United States v. Robison Fruit Ranch, Inc.

4 OCAHO 594 (1994)

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United States v. Northern Michigan Fruit Company

4 OCAHO 667 (1994)

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4 OCAHO 607 (1994)

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4 OCAHO 710 (1994)

Leonid Naginsky v. Department of Defense and EG&G Dynatrend

5 OCAHO 726 (1995)

Leonid Naginsky v. Department of Defense and EG&G Dynatrend

6 OCAHO 891 (1996)

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4 OCAHO 711 (1994)

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<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO	548	(1993)
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	(1994)
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	(1991)
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	(1995)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	602	(1994)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	(1993)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
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<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
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<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	(1997)
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<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	(1994)

<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	(1995)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	(1994)
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	(2004)
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
Filing Deadline Begins to Run When Delivery of Determination Letter is Effectuated				
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	(2013)
For Knowing Hire Violation, Limitations Period Begins to Run on Date That Employee is Terminated				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
General Statute of Limitations				
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	(1995)
Generally				
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO	467	(1992)
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	(1998)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
Last Possible Accrual Date for Knowing Hire Violations is Date That Employee is Terminated				
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	(2014)
Letter of Determination				
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	(2009)

Rosa Isela Olivares Aguirre v. KDI American Products, Inc.

6 OCAHO 882 (1996)

Salim J. Hajiani v. Ali Properties, LLC, Airport Shell

10 OCAHO 1188 (2013)

United States v. Hyatt Regency Lake Tahoe

6 OCAHO 861 (1996)

United States v. IBP, Inc.

7 OCAHO 949 (1997)

United States v. Workrite Uniform Company, Inc.

5 OCAHO 755 (1995)

Memorandum of Understanding (MOU)

Jack N. Toussaint v. Tekwood Data Processing Consulting

6 OCAHO 892 (1996)

United States v. Auburn University

4 OCAHO 617 (1994)

Paperwork Requirement(s)/Violation(s)

United States v. Naim Ojeil & Samoeil Ishk

7 OCAHO 984 (1998)

Substantive Paperwork Violation Continues Until Cured or Employer's Duty to Retain I-9 Expires

United States v. Leed Construction, Megan Burkholder

11 OCAHO 1237 (2014)

STAY OF PROCEEDINGS

Generally

Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis

2 OCAHO 363 (1991)

Joan A. Lardy v. United Airlines, Inc.

3 OCAHO 450 (1992)

United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio

4 OCAHO 719 (1994)

United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center

1 OCAHO 135 (1990)

United States v. DAR Distributing, Inc. d/b/a DAR Cabinets

1 OCAHO 60 (1989)

United States v. Pedro Dominguez

7 OCAHO 973 (1997)

United States v. PPJV, Inc. d/b/a Publishers Press

2 OCAHO 373 (1991)

United States v. United Pottery Manufacturing & Accessories, Inc.

1 OCAHO 51 (1989)

United States v. United Pottery Manufacturing & Accessories, Inc.

1 OCAHO 57 (1989)

SUBPOENAS

Burden of Proof

<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	(1990)
Compliance				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1056	(2000)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	643	(1994)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
District Court Authority to Order Compliance and Find Party in Contempt				
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Form I-9				
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
Generally				
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	404	(1992)
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	(1995)
<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	(1992)
<i>In re Investigation of Chan's Apparel, Subpoena</i>	1	OCAHO	1	(1988)
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	(2000)
<i>In re Investigation of Doctor's Hospital of Santa Ana, Subpoena</i>	1	OCAHO	194	(1990)
<i>In re Investigation of Florida Azalea Specialist, Subpoena</i>	3	OCAHO	523	(1993)

<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	428	(1992)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	437	(1992)
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	(1995)
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	(1994)
<i>In re Investigation of Seafarers International Union, Subpoena</i>	3	OCAHO	498	(1993)
<i>In re Investigation of South Florida Tomato & Vegetable Growers Association, Subpoena</i>	1	OCAHO	237	(1990)
<i>In re Investigation of St. Christopher-Ottillie, Subpoena</i>	1	OCAHO	2	(1988)
<i>In re Investigation of St. Christopher-Ottillie, Subpoena</i>	1	OCAHO	3	(1988)
<i>In re Investigation of Strano Farms, Subpoena</i>	3	OCAHO	521	(1993)
<i>In re Investigation of Taiwan Restaurant, Subpoena</i>	3	OCAHO	431	(1992)
<i>In re Investigation of Valley Crest Tree Company, Subpoena</i>	3	OCAHO	579	(1993)
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	(1995)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO	405	(1992)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	(1995)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	(1994)
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	(1990)
<i>United States v. Creation & Innovation</i>	3	OCAHO	527	(1993)
<i>United States v. Edith Fine</i>	1	OCAHO	89	(1989)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	(1991)
<i>United States v. Ideal Tortilla Factory, Inc.</i>	2	OCAHO	366	(1991)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	(1995)
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	531	(1993)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)

<i>United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets</i>	3	OCAHO	399	(1992)
Jurisdiction				
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	(2000)
Motion(s) to Quash				
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	(2000)
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO	437	(1992)
<i>In re Investigation of Henson Aviation, Subpoena</i>	3	OCAHO	488	(1993)
<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	(1990)
<i>In re Investigation of Tropicana Casino & Resort, Subpoena</i>	9	OCAHO	1060	(2000)
Office of Special Counsel				
Denial				
<i>In re Investigation of Swift & Co., Subpoena</i>	9	OCAHO	1058	(2000)
Petition to Revoke or Modify				
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	(2004)
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	(2000)
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Attorney-Client Privilege				
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	(2002)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	(2002)
Refusal to Comply				
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	(2013)
Relevance				
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	(2000)

Relevance of Information Sought

In Re Investigation of: NHS Human Services

10 OCAHO 1198 (2013)

Required Criteria for Enforcement

In Re Investigation of: NHS Human Services

10 OCAHO 1198 (2013)

SUBSTANTIAL COMPLIANCE

Copying and Attaching Documents Without Properly Completing I-9 Isn't Substantial Compliance

United States v. Super 8 Motel & Villella Italian Restaurant

10 OCAHO 1191 (2013)

Creation of False Section 2 Attestations Is Substantive Violation

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Generally

United States v. Corporate Loss Prevention Associates, Ltd.

6 OCAHO 886 (1996)

United States v. El Paso Hospitality, Inc.

5 OCAHO 737 (1995)

United States v. Jonel, Inc.

7 OCAHO 967 (1997)

United States v. Ketchikan Drywall Services, Inc.

10 OCAHO 1139 (2011)

United States v. Mark Steven Carter d/b/a Dixie industrial Service Company

6 OCAHO 865 (1996)

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company

7 OCAHO 931 (1997)

United States v. Minaco Fashions, Inc.

3 OCAHO 587 (1993)

United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.

3 OCAHO 583 (1993)

United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations

3 OCAHO 533 (1993)

United States v. Tri-Component Product Corporation

5 OCAHO 821 (1995)

Paperwork Requirement(s)/Violation(s)

United States v. BKR Restaurants, LLC d/b/a Burger King

10 OCAHO 1154 (2012)

United States v. Fortune East Fashion, Inc.

7 OCAHO 977 (1997)

<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	(1997)
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	(2012)

SUBSTANTIVE VS. TECHNICAL/PROCEDURAL PAPERWORK VIOLATIONS

Creation of False Section 2 Attestations Is Substantive Violation

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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Failure to Complete or Sign Section 2 Employer Verification Constitutes Substantive Violation

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	(2014)
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<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	(2014)
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Failure to Enter Printed Name of Individual Who Signs Section 2 Is Substantive Violation

<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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Failure to Provide Issuing Authority for List B Document Is Substantive Violation

<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	(2015)
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Failure to Timely Prepare I-9 is Substantive - Not Technical or Procedural - Violation

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	(2014)
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Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	(2015)
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SUMMARY DECISION

<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	(2001)
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<i>Raul A. Gonzalez v. Tri-Component Products, Inc.</i>	9	OCAHO	1118	(2005)
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<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO	1076	(2001)
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Abandonment

<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	(1994)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	616	(1994)
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	(1997)

Admission(s)

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	(1995)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	(1995)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	(1994)
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	(1995)
<i>United States v. Spring & Soon Fashion, Inc.</i>	8	OCAHO	1003	(1998)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)

Affidavit(s)

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	(1996)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)

Hearsay

<i>Martha Diaz v. Pacific Maritime Association</i>	9	OCAHO	1108	(2004)
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ALJ Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites

11 OCAHO 1218 (2014)

United States v. Chen Wilmington, Inc.

11 OCAHO 1241 (2015)

ALJ Must Draw Reasonable Inferences In Favor of Nonmoving Party

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites

11 OCAHO 1218 (2014)

All Facts and Reasonable Inferences Viewed In Light Most Favorable to Party Opposed

United States v. Senox Corporation

11 OCAHO 1219 (2014)

Appropriate Where Party Is Entitled and Shows No Genuine Issue of Material Fact

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 (2015)

United States v. Senox Corporation

11 OCAHO 1219 (2014)

Civil Money Penalty

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant

5 OCAHO 729 (1995)

United States v. DJ Drywall, Inc.

10 OCAHO 1136 (2010)

United States v. New China Buffet Restaurant

10 OCAHO 1133 (2010)

United States v. Private Brands Company and Private Brand, Inc.

7 OCAHO 941 (1997)

United States v. Walden Station, Inc.

8 OCAHO 1053 (2000)

Completion of False Certification on Form I-9 Does Not Constitute Substantial Compliance

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 (2015)

Conversion from Motion to Dismiss

Benjamin Barone v. Superior Washer and Gasket Corp.

10 OCAHO 1176 (2013)

Discovery

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
<i>United States v. IBP, Inc.</i>	7	OCAHO	949	(1997)
Documentary Evidence				
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
Documentary Evidence Together With Proposed Stipulations May Be Sufficient to Establish Liability				
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	(2015)
Evidence				
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	(1994)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	(2003)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	(1999)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO	1144	(2012)
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	(1999)
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	(1997)
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	(1994)
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	(2010)

<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	(2012)
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	(2000)
Direct Evidence				
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
Generally				
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	(2004)
Sufficiency				
<i>United States v. Siwan & Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	(2013)
<i>United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	(2013)
Filing of Cross Motions Does Not Require Summary Decision Be Issued in Favor of Either Party				
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	(2015)
Generally				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	(1993)
<i>Albert Gimein v. Department of Defense & Grumman Aerospace Corporation</i>	3	OCAHO	503	(1993)
<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	(1992)
<i>Ashwani Goel v. Indotronix International Corporation</i>	9	OCAHO	1102	(2003)
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	(1993)
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	(2003)
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	(1995)
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	(2007)
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	(2000)
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	528	(1993)
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	(1993)
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	(1993)

<i>Gabriel Niyi Adepitan v. United States Postal Service</i>	3	OCAHO	416	(1991)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1124	(2007)
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO	199	(1990)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	255	(1990)
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	(2003)
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	(1993)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	(1992)
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	(2002)
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	(1994)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	418	(1992)
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO	1134	(2010)
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	(1993)
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	(2004)
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	(1992)
<i>Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center</i>	3	OCAHO	532	(1993)
<i>Priscilla C. Hensel v. University of Oklahoma Health Sciences Center</i>	3	OCAHO	532	(1993)
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	(2010)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	(1989)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	(1994)
<i>United States v. A & B Carpet Steam Cleaning & General Services, Corporation</i>	1	OCAHO	219	(1990)

<i>United States v. Aegis Fashion, Inc.</i>	1	OCAHO	239	(1990)
<i>United States v. Aid Maintenance Company, Inc.</i>	6	OCAHO	893	(1996)
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	(1995)
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	(1995)
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	(1991)
<i>United States v. American McNair, Inc.</i>	1	OCAHO	167	(1990)
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	(1995)
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	(1995)
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	(1994)
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	(1990)
<i>United States v. Armando Palacio d/b/a La Bahia Restaurant</i>	1	OCAHO	230	(1990)
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO	133	(1990)
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO	310	(1991)
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO	299	(1991)
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO	305	(1991)
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<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	(1994)
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO	109	(1989)
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	(1995)
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO	135	(1990)
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	(1995)
<i>United States v. Culinary Artistry, Inc. d/b/a Footer's Catering</i>	1	OCAHO	217	(1990)
<i>United States v. Cyrus Kiani d/b/a Copies, Etc.</i>	1	OCAHO	165	(1990)
<i>United States v. De Luca's Market</i>	8	OCAHO	1039	(1999)
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	(2010)
<i>United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery</i>	1	OCAHO	256	(1990)
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO	342	(1991)
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO	316	(1992)

<i>United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.</i>	3	OCAHO	417	(1992)
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO	420	(1992)
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO	13	(1988)
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO	360	(1991)
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	(1995)
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	(1993)
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	(1998)
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	(1995)
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	(1991)
<i>United States v. Halshan, Inc. d/b/a California Pacific</i>	1	OCAHO	278	(1990)
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	335	(1991)
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	(1990)
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	914	(1997)
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	(1991)
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	(1990)
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<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	287	(1991)
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	(1993)
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<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	914	(1997)
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	(1993)
<i>United States v. Kumar</i>	6	OCAHO	833	(1996)
<i>United States v. L&M Tire Company, Inc.</i>	1	OCAHO	134	(1990)
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO	712	(1994)
<i>United States v. Lambok Sihombing</i>	7	OCAHO	944	(1997)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	212	(1990)
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	(1996)
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<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO	544	(1993)
<i>United States v. Manca Imports, Inc.</i>	1	OCAHO	267	(1990)
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	(1989)
<i>United States v. Maria Esther Lemus d/b/a Rancho Lemus</i>	3	OCAHO	421	(1992)
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	(1998)
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<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO	774	(1995)
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO	865	(1996)
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	(1996)
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<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	(1996)
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	(1990)
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO	702	(1994)
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	(2000)
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	(1995)
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	541	(1993)
<i>United States v. Power Operating Company</i>	3	OCAHO	580	(1993)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	354	(1991)
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	373	(1991)
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<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO	441	(1992)
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	(1997)
<i>United States v. Rosario Cuevas d/b/a El Pollo Real</i>	1	OCAHO	273	(1990)
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	1	OCAHO	232	(1990)
<i>United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn</i>	1	OCAHO	87	(1989)

<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	245	(1990)
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<i>United States v. The Beverly Center</i>	5	OCAHO	762	(1995)
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	412	(1993)
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	(1995)
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	(1992)
<i>United States v. USA Café</i>	1	OCAHO	42	(1989)
<i>United States v. Valencia Bar & Liquors, Inc.</i>	7	OCAHO	995	(1998)
<i>United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products</i>	3	OCAHO	483	(1993)
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	(1989)
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	(1991)
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	(1993)
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	(2003)
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO	29	(1988)
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<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216 a	(2015)
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<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	(2015)
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<i>Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante</i>	7	OCAHO	970	(1997)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	(2002)
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7 OCAHO 934 (1997)

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7 OCAHO 960 (1997)

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Lonnie W. Hogenmiller v. Lincare, Inc.

7 OCAHO 953 (1997)

Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection

7 OCAHO 925 (1997)

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<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	(1997)
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	(1997)
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<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	(1994)
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<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	(1994)
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	(1994)
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	(1996)
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<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	(1995)
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	653	(1994)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of OSC Charge				
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	(2014)
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<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	(1991)
<i>George Suchta v. United States Postal Service</i>	2	OCAHO	327	(1991)
<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	(1990)
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	(1991)

<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	(1992)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	(2005)
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	(1991)
<i>United States v. Christie Automotive Products</i>	2	OCAHO	365	(1991)
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	(1991)
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	(1990)
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	2	OCAHO	389	(1991)
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	96	(1989)
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	(1989)
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	(1989)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	303	(1991)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	312	(1991)
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	(1990)
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO	400	(1989)
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	(1992)
<i>United States v. Weld County School District</i>	2	OCAHO	378	(1991)
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	(1994)
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<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	(1996)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	(1997)
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO	991	(1998)
<i>United States v. Auburn University</i>	4	OCAHO	617	(1994)
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	(1996)

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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
Generally				
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	(1993)
<i>Corneliu Curuta v. United States Water Conservation Laboratory</i>	3	OCAHO	459	(1992)
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO	474	(1992)
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	(1993)
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	(1991)
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	(1990)
<i>Jose Ortega v. Vermont Bread</i>	3	OCAHO	475	(1993)
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	(1992)
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	(1991)
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	(1990)
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	(1988)
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	(1992)
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	(1992)
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	(1992)
<i>Syed Fayyaz v. The Sheraton Corporation</i>	1	OCAHO	152	(1990)
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	106	(1989)
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	(1990)
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	(1991)
<i>United States v. Weld County School District</i>	2	OCAHO	326	(1991)
<i>United States v. Weld County School District</i>	2	OCAHO	378	(1991)
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<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	(2013)
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<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	(2003)
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<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO	691	(1994)
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<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	(1995)
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<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	(1994)
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<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	(1994)
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<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	(1995)
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<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	(1997)
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<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	(2003)
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<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	(1994)
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<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	(1994)
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<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	(2014)
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<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO	1146	(2012)
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Generally

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	(1994)
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Hernandez v. Farley Candy Company

5 OCAHO 781 (1995)

Joan A. Lardy v. United Airlines, Inc.

3 OCAHO 493 (1993)

WITHDRAWAL

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United States v. Nu Look Cleaners of Pembroke Pines, Inc.

2 OCAHO 312 (1991)

Admission(s)

United States v. Tempo Plastic Company, Inc.

8 OCAHO 1010 (1998)

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United States v. ABC Roofing & Waterproofing, Inc.

2 OCAHO 397 (1991)

United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.

6 OCAHO 900 (1996)

United States v. Cristina Galeas

5 OCAHO 790 (1995)

United States v. El Mexicano Taco Shop

1 OCAHO 59 (1989)

United States v. Esther Flores-Martinez

4 OCAHO 647 (1994)

United States v. Esther Flores-Martinez

4 OCAHO 682 (1994)

United States v. Flat Knitting Mills Company, Inc.

2 OCAHO 317 (1991)

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3 OCAHO 411 (1992)

United States v. Leonor Yolanda Ortiz

6 OCAHO 904 (1996)

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5 OCAHO 745 (1995)

United States v. Mark's Electrical Contracting Corporation

4 OCAHO 641 (1994)

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4 OCAHO 657 (1994)

United States v. Midtown Fashion, Inc.

4 OCAHO 665 (1994)

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<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	207	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	236	(1990)
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	284	(1991)
<i>United States v. Pan American Supply Company, Inc.</i>	5	OCAHO	804	(1995)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO	290	(1991)
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	3	OCAHO	589	(1993)
<i>United States v. Zia gul Zekreya</i>	4	OCAHO	683	(1994)
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<i>United States v. Monfort, Inc.</i>	4	OCAHO	597	(1994)
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<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	795	(1995)
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<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	884	(1996)
<i>United States v. Auburn University</i>	4	OCAHO	662	(1994)
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<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	(1994)
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	(1995)
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<i>United States v. Kanon Associated Services, Inc.</i>	5	OCAHO	800	(1995)
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<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	(2009)
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	(1994)
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	(1996)
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO	588	(1993)